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THE LOCAL 222 CANADA OSHAWORKER

VOLUME 47, NUMBER 14

28 OSHAWA, ONTARIO

OCTOBER 6, 1988

LOCAL 222 CAW
General Membership Meeting
FIRST THURSDAY of each month
General Motors Unit Regular Meeting:
THIRD THURSDAY of each month.
These meetings are at 7:30 p.m. at the CAW Hall, 44 Bond St. East, Oshawa.
Please plan to attend. Any changes in this schedule will be posted in the Oshaworker as far in advance as is possible.

LOCAL 222 SADDENED BY THE LOSS OF GEORGE BURT, (1903 – 1988)



To many of our Local 222 members, George Burt is only a name. However, he was a pioneer member of Local 222 and was elected Treasurer of our first Executive Board.

He had been employed at General Motors for several years prior to 1937, and worked in the Body Shop as a torch solderer, Body Finish. He was elected Regional Director of the Canadian Region about a year after the 1937 strike.

The first Regional Office was located in Toronto, and, since Local 222 was at that time the largest UAW Local in Canada, he was able to give it most of his attention. Shortly after, he appointed his Assistant, Tommy MacLean. Some time later, a new Regional Office was built in Windsor, which then became the Regional Office until the new building was built in Toronto.

George soon became known as a keen and capable negotiator, as well as an able and efficient administrator. Over the years, as the Union grew under his leadership, he selected a staff which he divided into an Organizing Department on one hand and a Service and Negotiating staff on the other, whose job it was to negotiate first agreements after a plant had been organized.

George Burt was a dedicated, hard-working person on behalf of the Canadian membership. He set an example for his staff, and made no secret of the fact that he expected the same from them.

Under his leadership, the Canadian Council was formed with delegates from all UAW Locals in Canada.

He was also responsible for the purchase of the Port Elgin property, which was converted from a tourist lodge to a Union Educational Centre. During his term of office, it was expanded, new buildings were built for holding classes and new sleeping cabins for attending members. It became known as the George Burt UAW Centre. The name has now been changed to the CAW Family Education Centre, and it has been completely modernized and rebuilt.

George was also deeply involved in the Canadian Labour Congress, the Ontario Federation of Labour, and, on the international front, the International Confederation of Free Trade Unions.

During his almost thirty years of direction and leadership, George, with the assistance of his staff, the Local Union leadership and the International Officers, was there when help was needed.

When he retired in 1968 at the age of sixty-five, he was able to look at a strong, militant Union with a feeling of pride and accomplishment to hand over to his successor.

And let's not forget that he was one of our Brothers from Local 222 and that he developed and accomplished these many things, an ordinary guy from the Body Shop.

May he rest in peace.

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Truck Plant Chairperson's Report

By JOHN GRAHAM

At the time of writing, the Company has almost completed the plant-wide reductions and it appears that the seniority to hold in Oshawa will be **October 15, 1985**. Hopefully with the planned increases for the No. 2 Car Assembly Plant and the normal attrition (quits, retirees, etc.) this will be a relatively short lay-off. The SUB Fund is in a healthy state, so most of the laid-off employees should collect benefits through the lay-off period.

Many of the recently reduced Car Plant employees were very reluctant when they first arrived in our plant. They had heard that there was a lot of resentment from the people who were being bumped and from the Truck Plant Union Reps. I would like to set the record straight, although as Union we have grieved for the laid-off workers as contractually we have taken the position that the Car Plant No. 2 employees should have been locked into a model change under the provisions of **Par. 23 of the Local Agreement**. We do understand this is a violation by the Company and there is no animosity held against these Car Plant Brothers and Sisters. So on behalf of myself and my committee we would like to welcome you to the Truck Plant. If you have any questions or want any information, please put a call in for your Committeeperson.

HEALTH AND SAFETY TRAINING

The Truck Plant is again leading the way, as we are the first plant to commence the Health and Safety Training. The eight-hour course is to be completed by all hourly-rated employees. This is a negotiated item from "1987" and was a Union demand with a Union format and Union appointed instructors. There has been a lot of controversy through the plants on the selection of the instructors. These instructors were selected by the National Union office

and I don't know the criteria for the selection.

As for myself and to my knowledge no Truck Plant Union representative had any input in the selections. I had an opportunity to attend the first eight-hour course and found it to be informative and well put together. So regardless of the controversy surrounding the training, please go with an open mind, as this information could be of a greater benefit at a later date.

Over the past number of weeks the plant has **consistently maintained or exceeded the count** and not coincidentally the discipline in the plant has fallen dramatically. Management has loosened the pressure and the plant as a whole is quieter. There is no question that if Management can maintain their equipment and get the trucks to our people that we can build to count, quality world class trucks to secure our futures. So the next time the system breaks down, I hope they realize that it isn't the workers' fault and discipline and tightening the screws will not produce more trucks.

By DON THOMPSON

At the special membership meeting held on September 25, 1988, the membership **voted overwhelmingly in favour** of selling our Union Hall at 44 Bond St. E. and purchasing land in south Oshawa to build a new hall. The new hall will be at Philip Murray and Thorton's Rd. The new facility will be designed to better serve the complete membership of Local 222, retirees along with the active members.

It looks like with no unforeseen problems the move to this new location will take place in **November 1989**. Contrary to what the rumours may be in the plant, there **will not be** a dues increase because of this move.



Benefits during Lay-off

By JOHN SINCLAIR, President, Local 222, CAW and LLOYD CLARKE, Insurance Representative, Local 222, CAW



MONTHLY DENTAL COVERAGE

The basic thing to remember regarding a visit to a GP, dentist or specialist is, if you have **any earnings** in a month, you then qualify for dental coverage for the following month.

To elaborate, the member works in the month of June, which entitles him/her to coverage for July by either working, receiving July 1, 1988 holiday pay, or receiving **vacation pay** in July, which covers the visit to the dentist in August. In the case of the "B" system members, the first week in August is a vacation pay period, classified as earnings, which entitles you to dental coverage for September.

The important thing to remember at this point is, if you have **no earnings in September**, then you have no dental coverage, beginning October 1, 1988. You **cannot pay your own dental premiums**. You must also remember that

your dental coverage does not begin again until the month **following the month you return to work**.

For example, if you attended the Training School in the month of September, you have dental coverage for October, or school in October, coverage in November.

It might be advisable if you contacted your dentist to advise him of the above.

CHRISTMAS HOLIDAY PAY

The lay-off agreement that was reached for the "B" Plant members included you receiving the Christmas Holiday Pay. This, in effect, would trigger dental coverage for the month of January. However, I doubt very much if the coverage would come automatically, so I would suggest you call **644-7148** and inform the Benefit office when you receive your cheque.

OTHER BENEFITS

The remaining benefits, such as OHIP, Out-of-Province, etc., will remain in force during your lay-off period as long as you have SUB credits. Therefore, please take note on every SUB cheque you receive as to how many credits remain.

SICKNESS AND ACCIDENT BENEFITS

If an unforeseen illness or accident does occur while on lay-off, you are entitled to S&A benefits. **Report to a doctor within seven (7) days**. If you are on **vacation**, you can also receive S&A benefits during this time. In the case of the lay-off period, you would swing from SUB-UIC to S&A benefits. At the time of your recovery, you would report to the Medical Centre and have your status changed from sick leave to lay-off.

Car Plant Chairman's Report

TRAINING CENTRE

When attending the training sessions for the Plant 1, Brothers and Sisters, the following questions seem to be asked most frequently, outside of SUB and UIC that is. The main question is Dental Coverage. I have talked to Lloyd Clarke, one of our S&A Reps on this issue — his response is the rule of thumb — if you had earnings, for example, in the month of September then you are covered for dental in the month of October. You must have earnings in the previous month in order to be covered for the following month.

The other questions asked are, will we receive Christmas holiday pay and full vacation pay next year? The answers to these questions are yes. The Union was successful in getting an agreement with management, prior to Plant 1 going down, that anyone connected to the Model change or Dept. 199 formerly

306 would receive Christmas pay. They also agreed to make available the thousand hours needed to qualify for full vacation pay next year. Where you could run into trouble on the vacation pay would be if you did not work all available hours scheduled, no one will be penalized because of short hours being scheduled.

If you should have any questions or are not sure of something concerning your benefits, I would suggest you contact the Union Rep in charge of these benefits or contact the Union Hall. Better to be sure, not sorry.

There is not a whole lot to report from the plants.

PLANT 1

Plant 1's Model Change is moving right along, the new four-door Chev Lumina's Pilot is complete with the exception of five cars that are being held back

for modifications to a few parts. The two-door Lumina's Coupe pre-pilot is now under way. The main pilot on the coupe will be done on line, around the middle of Feb/89, with the first two-door to hit production in early May of 89.

PLANT 2

Plant 2 Regal Plant is still on schedule for Model Change, Nov. 4, 1988. When this plant starts back up in Jan/89, they will also be building the new Chev Lumina. The projected sales, coming out of Detroit sounds very promising. It appears if everything holds, both Plant 1 and Plant 2 will be running at 68 jobs per hour, this along with increased Truck sales, will assure all our Brothers and Sisters are back to work in the Oshawa Plants, plus the leaving of new employees at GM.

A point of interest, the Oshawa Autoplex is capable of producing 3000 units per day, the largest number of units per day in any plant in the world.

SUB REPORT

By JOHN KOVACS and JERRY SMITH
SUB Representatives



Not long ago we reported to you that our SUB Fund was in a healthy state with a market value of over 33 million dollars. That was the end of August. To demonstrate to you how rapidly the SUB fund can dip when there is a mass lay-off, we want to give you the latest figures, which we received from the National Office only this past week.

As of September 11th, 1988, the adjusted market value of the SUB Fund, which is used in determining CUCB (calculation of your SUB credit loss for each SUB payment you receive) is twenty-nine million, one hundred-ninety thousand, eight hundred eighty-three dollars and 74 cents.

So as of week ending September 18th, 1988, your SUB credit loss per SUB payment will be as follows: 10 years and over 1.0 credit per payment. Between 5-10 years seniority, 1.11 per week SUB payment. Between 1-5 years seniority, you will lose 1.25 SUB credits for each payment received.

You will find these figures on your SUB pay stubs, if you are on a lay-off at the present time.

If you have any questions concerning your SUB credits, please contact your SUB representatives, either Jerry or John, who can provide you with all the fine details.

THE GM-CAW SPECIAL OVERTIME FUND

As you know, General Motors has to put in 50 cents for each hour of overtime

worked in the plants by each employee, in a fund called "A Special Canadian Contingency Fund" and this is spelled out in Appendix "H" of the Master Agreement. We do receive a not-so-detailed report every month on this Fund, and some questions remain unanswered to this day. Is there any interest payable on this fund? If yes, where does it go? It does now show up in the monthly report.

As of July 31st, the balance of the SCC Fund is 5 million, 159 thousand, 566 dollars and 31 cents. As of August 31, 1988, the balance of the SCC Fund is 5 million, 313 thousand, 299 dollars and 86 cents.

So with 50 cents for each overtime hour worked, the Company had to deposit 153 thousand, 773 dollars and 35 cents in a 30-day period.

Any way you cut it, that amounts to a lot of overtime hours, but please remember, it is only calculated in excess of 5 percent of straight time hours worked by such covered employees, and it is calculated on a twelve month rolling average.

In closing on this subject, what it means to have this fund is simple. If our SUB fund level would dip low enough that the cancellation rate would increase from five to 10 credit units for employees with 1 but less than 5 years seniority, the Company would have to make weekly contributions from this Special

Canadian Contingency Fund to our regular SUB Fund. This is the 2nd Collective Agreement we have since this SCC Fund was created and thank God we never had to use it as yet.

Maybe that is the reason one of the Company officials calls this a "Never Never Fund." As he explained it, it is there, but you're never ever going to use it.

B PLANT TRAINING

Just a short reminder for the laid-off Brothers and Sisters. When you're called in for your one-week training session, you have to declare that week as 40 hours worked and 40 hours pay. Please remember, you are at work, and not in school. So your answer to Question 3 on back of your UIC cards has to be **no**.

It is very important that you file another SUB application identifying your first day of lay-off the Monday's date following the Friday when you finished your training.

Jerry or John will be attending your Friday morning sessions to assist you in every way with your SUB and UIC questions.

STAT. HOLIDAY VS. SHORT WORK WEEK

If you are on a lay-off and called into your training before, during or after the Thanksgiving Stat Holiday, you may qualify for this Company paid holiday.

It is also important to remember that any earnings received from the Company or otherwise, has to be declared on your UIC Reporting Cards and always the gross amount, and not the Net you have received.

Another important point is that in some cases the paid Stat Holiday will kick in the 32 hours Short Work Week benefit, but only if the "week prior to when the holiday falls you had 40 available, and compensable hours." In short, if you worked the previous week, or the 40 hours prior was available for you and it was not your fault that you could not work it.

We're point this out because we encountered some problems with the Labour Day, September 5th holiday, as the Training Seminar commenced September 12th, 1988. When filling out your Reporting Card and you are not sure, please call us, to avoid any delays receiving your benefits.

SUB OVERPAYMENTS

We have received a tremendous amount of calls because of the heavy load of overpayment notifications from our SUB Office.

Many of you question how can it happen? Please remember that per our negotiated automatic SUB system, you receive your SUB automatically, based on a computer estimate.

When actual UIC information received from the magnetic tape, this SUB

system will adjust your benefits by either setting up an overpayment, or issuing underpayment. Please remember you have a set 95 percent SUB rate which is your UIC and SUB benefit combined. If your UIC benefit is higher, your regular SUB rate will be lower. If your UIC rate is lower, your regular SUB rate will be higher, but it will always come to the established 95 percent benefit depending on your wage classification and dependency.

SUB RATE INCREASED

There were two different wage increases recently. Your 95 percent SUB rate increased by \$4.00 as of September 4th, when the COLA went from \$1.11 to \$1.29. A further \$4.50 increase was added as of September 19th, when the Special Canadian increase of 25 cents were picked up, combined with 74 cents of COLA moved into your base rate.

So by the time you read this article you will notice that your total 95 percent benefit increased by \$9.50.

Regardless that you are on a lay-off, you will receive these increases as outlined above.

The SUB is unlike the S&A because you have to work under the new wage increase in order for you to receive the higher S&A rate.

CLOSING MESSAGE

The credit for achievement goes to the person who does things, not to the person who first thought of them.



Skilled Trades Chairperson's Report

By AL MADDEN

As we close the door on another summer, I can honestly say, I have never experienced such an extended hot spell in my thirty-four years. I hope you all had a safe vacation and you weren't too inconvenienced by the heat.



SUPPLEMENTALS

On September 12 several supplemental electricians appeared at the Shop Committee Meeting and

were recognized under a personal grievance. The men involved included about twenty individuals that had appointed one man as their spokesman. The spokesmen made some very serious allegations and proposed action be taken by the Shop Committee to correct the interference by both the Apprentice Committee and the Skilled Trades Committee.

The supplemental electricians were requesting a letter of employment outlining the amount of supplemental hours each had worked over a number of years. The intent of the document was to approach the Ministry of Skills Development and apply for their Certificate of Qualification, Industrial Electrician under the grandfather clause. The spokesmen had been told by the employment office the letters would be forthcoming, then in a subsequent conversation, were told the letters were on hold due to the interjection of the Apprentice Committee.

As a result of the alleged interjection, made by a **salaried employee** the spokesman appeared at the Shop Committee Meeting, (all Districts and Area Chairperson) with the following recommendations.

1. Rick McMullan and Jack McEach-

ern be suspended from their Union positions on the Apprentice committee and replacements be appointed.

2. A full scale investigation be launched in the apprentice selection procedure, apparently biased against supplementals.

3. A representative be appointed to represent the supplementals in 49C because of the apparent bias of the Skilled Trades Committee.

4. Action be taken to correct the damage done to the reputation of supplementals, that damage being done to the government and company.

As you can see the allegations are severe, and the proposed corrective action likewise. As a result of the September 12 meeting I agreed to accompany the spokesman to the employment office, and the Ministry office at Durham College. After meeting with both offices and after a subsequent meeting the spokesman had with the Manager of the Employment Centre and the Apprentice Committee the spokesman is happy there was **no interference**.

Unfortunately the damage had been done. There is no doubt in my mind that the spokesman did not act on his own, but on the advice of an experienced Skilled Trades Union Rep.

The apprentice selection procedure was revised in Oshawa prior to the 1988 intake. As a result of the revisions more supplementals became apprentices than at anytime previously. Rick, Jack, John Scanlan and myself were responsible for changing the point system which before heavily favoured a University Degree as opposed to High School Shops. The system used is completely objective and totally honest, the Human Rights Commission demands that. The bias of the Skilled Trades Committee I take very personally. My name and that of John Scanlan appears on a Supplemental Agreement which we signed in good faith to keep those jobs in house. (As long as the department using the supplementals continues to hire.)

I don't believe the spokesman for this group could be that naive. Talk about biting off the hand that feeds you. He obviously has been stirred up by someone, likely politically motivated.

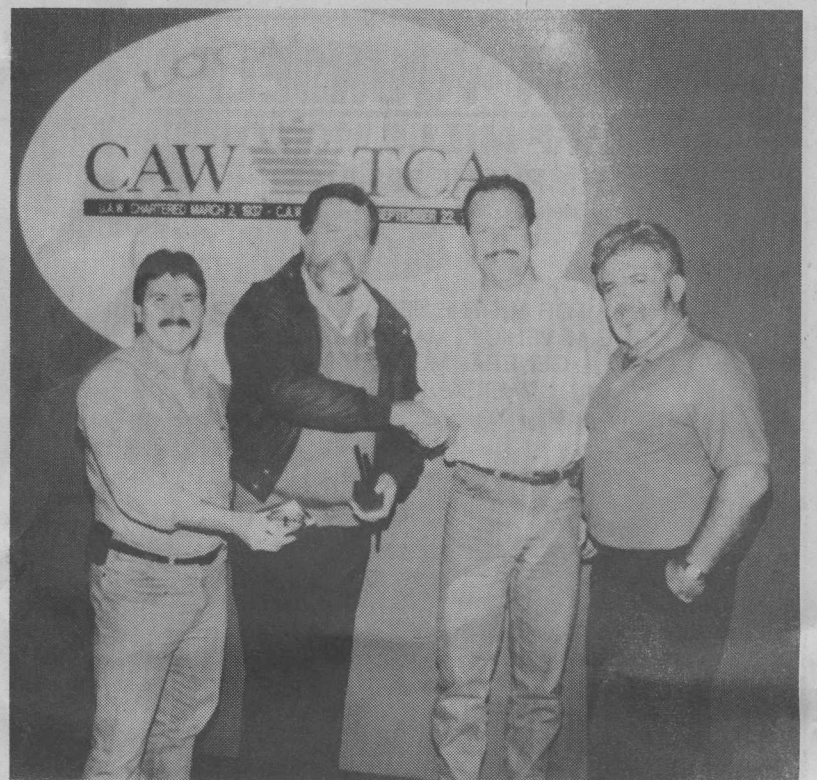
As of the writing of this article the letters of employment have been sent out to each supplemental electrician that requested one. What they do with it is not my business. The Apprentice Committee have been completely cleared, as well they should be, and the Shop Committee have concurred with the action taken by the Skilled Trades Committee. It should be noted for the record that paragraph 153C states what the employment requirements are for GM Tradespeople, and C of Q or not we will always abide by those standards.

SKILLED TRADES VISITOR

At a Skilled Trades Council meeting held before the summer I put a motion on the floor requesting that Lee Miers the National Council President be invited to Oshawa. Although two members of the Oshawa Council Executive spoke against the motion, it did pass.

John Scanlan, Mike Lockhart and myself invited Lee to lunch then a follow-up tour of the South Stamping Plant. The National President was amazed at the technology used and congratulated us on our ability to adapt in such a short period of time, and that congratulations be extended to every tradesperson in Oshawa.

He was inspired by our efforts to seek Autonomy as Skilled Trades group and although the Oshawa Council refused to endorse us, he felt due to our numbers, our efforts and the nature of our business that we would be successful. We appreciated the time with the President of the Canadian Skilled Trades Council and presented him with a small token made by our apprentices. As for autonomy, regardless of the obstructions we face today, or in the future, we as a Committee will stop at nothing short: our trades Brothers and Sisters demand it.



Left to right: John Scanlan (Skilled Trades District), Lee Miers, Al Madden (Skilled Trades Chairman), and Mike Lockhart.

Truck Plant Views

By MIKE SHIELDS
Truck Plant
THANK YOU

I would like to take this opportunity to thank the Brothers and Sisters of Zone 53 for their support in my recent election for alternate committeeman. It

was especially satisfying to be given such a strong show of support. Your continued support will be much appreciated.

MISMANAGEMENT

The other day I came across a plastic card that I

was given during the GMT brainwashing session. Everyone from the Truck Plant will remember that eventful week we were forced to spend in the classroom. I was told during these classes that everyone should hold onto these magic cards, as they would be used to solve many problems in the new system. With over 500 people in my zone, I have yet to come across a single employee who has enough time on his or her job to use these magic cards. During the brainwashing session, we were told how quality would take precedence over quantity. They preached that the new system would allow the job to come to the employee, give him or her enough time to do a quality job and enough time to do any repairs if necessary. The truth is they have the jobs so loaded with work that if you look up, you're told you're not making rate. Once again management has spent millions of dollars on something that serves absolutely no purpose. My concern with mismanagement and the total lack of concern for wasting money, is that eventually the blame and onus will be put on the rank and file.

This is not just an opinion but a fact of life. You see I worked for Chrysler in the mid and late 70's when they came close to meeting their Waterloo. The reason for their failure was not the work habits of the Brothers and Sisters on the line but total mismanagement. This conclusion was not drawn by myself, it was made by Lee la Cocacola. We refer to him as la Cocacola because he may be refreshing but he's sure as hell hard to swallow. Mr. Cocacola may have taken all the accolades in saving the company,

but it was the rank and file through their sacrifices who were the real saviours. When rough times crop up, management doesn't give up their country club memberships or their company-paid cars, they go after the employees' benefits and COLA.

480 OR 506

Upper management keeps telling us that our count should be 506 per shift. At the same time the supervisor on the floor tells me that anytime we're doing over 480 jobs per shift, we're digging into the next day's stock. Is our count 506 or 480? Upper and lower management have different opinions on this.

YOUNG DONNIE

We had a situation recently in sheet metal where Young Donnie McGuire suspended a 25-year employee for one day. The reason for the suspension: being out of the work area 2 minutes early. What Young Donnie has done here is fine an employee with 25 years dedicated service to General Motors, one dollar for every second he was out of his work area. The employee is not only high seniority, but he also has a perfect record. My message to Young Donnie is this: the next time your boss instructs you to suspend an employee for being out of his work area 2 minutes early, ask him why management is so concerned about chicken sh-t stuff like that, and they don't even blink an eye at wasting millions of dollars on unsuccessful brainwashing. The employees who work for you will be waiting for your answer on this.

DIVIDED WE FALL

Management's most consistent ploy since returning to the new system is to try and pit worker against worker, shift against shift, and plant against plant. Supervision is constantly hauling employees in to the office, to berate them for putting out two or three jobs an hour less than the employee in the next spur. They tell us they don't care that one employee is 55 and the other is only 25. They're not concerned about the human aspect of it all. There's an old saying (United we stand, divided we fall) that has been in the trade union movement so often it almost sounds corny. The truth is it's not corny, if management does divide us, they will conquer us. So I urge every Truck Plant Brother and Sister and the Brothers and Sisters in "A" and "B" Body who are adopting this new system to be aware of management's game plan.

Lear Siegler Report

By PHIL DESCHAMPS
Plant Chairperson

UPDATE 1

First of all, I hope all members of Local 222 had a nice summer.

Since our layoff, a lot of good things have been happening for our membership. First of all, the Company met with John Sinclair, Local 222 President, also Bruce Davidson, our National Rep, and last but not least our Union Committee. Some of the things that were discussed are as follows:

1. Cafeteria - the Union gave the Company a mandate of January 1, 1989 and reminded the Company of their contractual obligations "Letter of Understanding No. 3."

2. Article 9:00 time limits and procedures under Article 900 were reviewed to ensure that the Company will comply with this Article to the "T."

3. Chairman Duties - I will be working closely with our National Representative and Local Hall, to ensure the Company is following the contract. Myself, as your Plant Chairperson, will be working between the two bodies to dispose of our concerns.

FURTHER NOTICE

I believe the meeting cleared up a lot of problems we've been having with the Company and the Company was told the Union, in fact the Company's corporate lawyer John Neagle and Plant Manager Larry Haskell have insured our National Hall, and in hours Committee that they definitely want to follow our Collective Agreement. So don't be shy, if you see them breaking the Collective Agreement, inform us immediately. That's what makes for a strong Union within our plant.

MEMBERSHIP INTERESTS

Although we do not have a date as of

yet, we will be holding regular membership meetings at the Hall. This way we can all have an input into our Plant concerns. This should give us an even stronger position when dealing with the Company. If we do not get a scheduled time in September, it will be in early October. These meetings will be attended by your in house Committee, John Sinclair, and Bruce Davidson, who have assured us of their full support. Watch the Oshaworker for time of meetings.

POINTS OF INTEREST

A letter dated August 22, 1988, given to me by our Industrial Relations Manager Tim Tracey from L.L. Way Chairman and CEO, that Lear Siegler Holdings Corp. has agreed to sell LSSC to their management group, supported by the New York investment bankers of Kidder, Peabody. They said in the letter they have a strong commitment to our people, customers and growth. If all this is true? We are looking at a very good future in the seating business. Also, they have told us their financial background is so that our growth will not be impaired by finances.

FINAL NOTE

Keep following these articles and we will keep you updated on the changeover and try to give you an updated report on how and when they will start calling us back.

ANNOUNCEMENT

I have been selected to participate in our National Paid Education Leave Program that is held in Port Elgin. This course should educate myself in all matters of Union activities which will definitely be of an asset to all of us.

REPORT ON SUB

Bill Lamont and Ernie McKeen have been signing all members on the layoff for their SUB benefits.

PLEASE NOTE

There are still some members who have not signed up. Would you please come in and do so. Please remember,

you only have sixty (60) calendar days to sign up.

Watch for your Oshaworker where there will be a much more detailed report on SUB.

We have been accepted by Belleville UIC to receive print-out info on your claims which will enable us to send your cheques weekly.

I hope the members who did not understand the SUB Fund and had concerns about its payments are not reaping its rewards.

UNITED WAY CAMPAIGN — 1988

By JOHN SINCLAIR

October is the month for the Annual United Way Campaign, where we have the opportunity to once again, through payroll deductions, help those who are less fortunate than ourselves. There are over 40 agencies that depend on the public's support, including Labour's own project, the Unemployed Help Centre.

The support of all Local 222 members is crucial to a successful campaign. I urge everyone to participate. Not only are you helping your fellow man, but it's also tax deductible.

Far too often, we forget our own situation before we became members of the CAW and had the advantage of negotiated contracts and benefits.

Please give generously!

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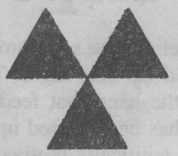
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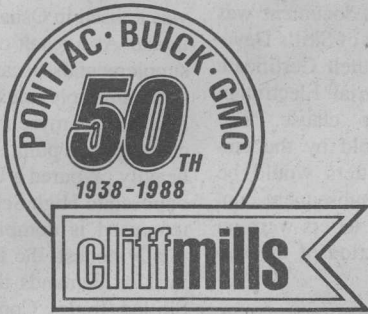
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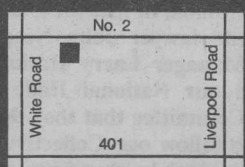
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SOME OF OUR 1988 SUPER SPECIALS

	Value	Our Price
Mattel Princess of Power Dolls	\$8.49	\$3.50
Amtoy Teach and Play Baby Blanket	\$24.99	\$12.50
Amtoy Teach and Play Travel Circus Preschool	\$22.99	\$10.50
Mattel Masters of The Universe Figures	\$8.99	\$3.00
Mattel Dream Glo Barbie (Limit 2 per Customer)	\$18.99	\$9.50
Mattel Plush Lurky Doll Animal	\$24.99	\$9.50
Mattel Hot Wheels Cars	\$1.79	\$0.75
Mattel Double Dooz Preschool Educational Toys	\$4.99	\$1.00
Mattel Hot Wheels Gift Set of 3 with Stamper	\$8.99	\$3.50
Coleco Rambo Figures	\$6.99	\$2.00
Coleco Rambo Accessories, Much Below Wholesale		
Hasbro Transformers Deluxe Sets	\$17.77	\$8.50
Golden Trivia Game	\$26.99	\$6.00
Listen and Look Story Book and Tape	\$6.99	\$3.50
Amtoy Learning Curves Preschool Educational Toys	\$39.50	\$14.50
Mattel Captain Power Interlocker	\$43.88	\$15.00
Captain Power Jet XT-7 and Phantom Striker	\$43.88	\$15.00
Captain Power Power On	\$21.99	\$9.50
Captain Power Cartridges	\$19.99	\$9.50
Captain Power Figures	\$4.99	\$2.00
Hasbro Moon Dreamers Dream Centre	\$41.97	\$20.00
Hasbro Moon Dreamers Figures	\$8.99	\$3.50
Large Assortment of Books: Colouring, Story, Activity	SPECIAL 2 FOR	\$1.00
Hasbro Watch Animals for Girls (Quartz Watches)	\$12.99	\$5.00
Hasbro Slime Time Watches for Boys (Quartz Watches)	\$12.99	\$5.00
Matchbox Baby Exerciser Balance Beam	\$39.99	\$10.00
Mattel Puttins Soft Activity Preschool Toys	\$18.99	\$6.50
Junior Trivia Game	\$9.99	\$2.50
Deluxe Backgammon, Leatherette Case	\$39.99	\$14.50
Deluxe Tile Rummy Game	\$29.99	\$12.50
Puzzle Cubes Rubics Style		\$1.00
Dolls and Stuffed Toys. Below Wholesale		
Stickers up to 2.50 Retail	SPECIAL 2 FOR	\$1.00
Cabbage Patch 3 Piece Purse Set	\$12.99	\$6.50
Woofers The Barking Dog Puppet	\$49.99	\$16.50
Mattel Brave Star Laser Fire Gift Set	\$39.99	\$16.50
Large Variety of Brave Star Items. Much Below Wholesale		
Boxed Xmas Crackers. Special		\$2.00
Xmas Plastic Table Cloth 54x90	\$2.29	\$1.00
Xmas Tree Trims - Large Assortment	\$2.00	\$0.75
Coleco Twin Doll Stroller Cabbage Patch	\$39.00	\$14.50
Coleco 3 Position Doll Rocker	\$19.50	\$10.00
G. I. Joe Track and Attack	\$24.99	\$10.50
Quartz 5 Function Wrist Watch Shock & Water Resistance	SPECIAL	\$2.00
Cardinal Quartz Watches. - Alarm Water Resistance	SPECIAL	\$59.95 \$10.00

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News and Views of Retirees

By MAY PARTRIDGE
Member-at-large

I have just returned from the Retired Workers Conference in Port Elgin, August 28 — September 2nd. Some of the sleeping accommodations lacked dressers and clothes rods in the walk-in closets, but I don't think anyone was seriously inconvenienced. The daylight hours was a mass of cranes and big trucks. We were all warned to be alert and stay within the orange fences and nobody was hurt, so it was a successful week. The conference workshops were on Municipal Elections, Co-op Housing, Community Care and Involvement and Aging and How People Look At It. We also saw the movie "Cry Freedom." It was great, but made you realize how lucky we are in this country. It was a Big Group (even with the increase in prices): 180, 88 Voting Delegates, 7 Executive Members, 15 Fraternal and 60 Spouses.



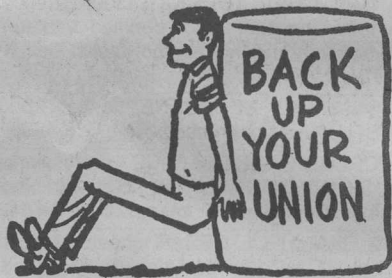
The CAW Education Centre as it is now called, will be a luxury Educating Centre when finished. I had a resolution (or a statement I guess) that I hoped this Centre would not become an albatross

around the neck of the working members. It was my opinion and mine alone and I got so much flack I withdrew it, but it was amazing how many were thinking the same thing. It must be occupied twelve months of the year. I don't like to be a pessimist, but if they prove I'm wrong I'll apologize. I can't see the small Locals able to afford it and subsidizing will take its toll.

I was given this information and although I, personally, can't check it out, think about it. If any Retiree or Senior is drawing a Disability Pension from the Armed Services, go to the **Income Tax Office** and ask for the **Special Form**. Take it to your Doctor for his signature and on returning to the Income Tax Office you will be given 2,800 - 3,000 dollars exemption. Not money - exemption - which is like money in the bank.

Don't forget the Line Dancing starts **Monday, September 26, 1 to 3:00 p.m.** Upstairs in the Union Hall. Hot coffee and Goodies. Make new friends, renew old acquaintances. **See you there.**

If you or any CAW Member is in the Hospital in Oshawa or Bowmanville, please call 728-8600 and leave the name for our Sick and Visiting Committee.



Truck-Car Old Timers Hockey

By RON GAY

Our league ran into laid-off and shift problems this year, "A" and "B" Body will be down, and some players are on steady days. In order to keep things going, we had to reduce the league to three (3) teams. We will be playing Tuesday and Thursday nights with each team getting a By once per night shift. All games will be at Harman Park Arena. Starting time 12:30 to 2:30 p.m.

I wish to welcome a new Sponsor to our league. **Medical Supplies**, located at 111 King St. E. (beside the Oshawa Clinic). The other two sponsors are **Millwork Home Centre**, Simcoe St. N. and **Shoppers Drug Mart**, Midtown Mall, Lake Vista Square, Five Points Mall and Rosland Square.

Our starting date for the league will be **October 4, 1988**. Until next issue. **See you on the ice.**

Did you buy your duck stamp? Target indoors Thursday evenings and Sunday mornings. Fish entries P.O. Box 483, Oshawa, Ontario.

The election of your Executive for the Union Rod and Gun Club is a meeting or so away, why don't you consider and stand? Membership meeting is first Wednesday of every month at Local 222 Hall at 7:00 p.m.

The migrating of birds, hawks, eagles and butterflies is at its peak. If you want a place of advantage to watch, on a crisp clear, north-west windy day, the Ridges is the place to be, where the thermal clouds carry the birds along.



Rod & Gun Club

By ROY FLEMING

Pray for rain and more rain, if we expect any salmon to migrate up stream to spawn. This summer, with the very hot and dry weather, the creeks and small rivers are very low and the flow of water is not enough to clean the streams, so the migrating fish can brush a bed of clean gravel and lay their eggs.

I do not know if you have ever seen the salmon spawning in the local streams — the water will hardly cover the fish, generally there is a spawning female and two males. After the eggs are laid and made fertile by the males, the salmon die. This is not a waste as the newly hatched salmon have an ample supply of food available from the decomposed bodies of the adult fish. The salmon hatch before the freeze-up and live in the stream or river until they are big enough to return to the large lakes to feed on smelt and alwives - shad. You can see this wonderful part of nature if you walk along the upper parts of the Oshawa creek system. It is worth watching to see these fish spawn and then die.

The salmon have many enemies as they migrate up-stream, pollution being the biggest enemy, kills many fish. The obstacles, like dams, falling junk into the water, grocery carts, and old tires are some of the obstacles the fish must find their way past. The raccoons take their toll of fish in the shallow water. People sometimes kill the salmon with clubs in the shallow water, just for the fun of it. What fun! One sometimes wonders how

there are any salmon that make it to the spawning grounds.

Another fish that we are forgetting that spawns in the fall is the brook trout and brown trout. These fish also spawn in the clean parts of the stream, where there is fine gravel for a bed, where the eggs can be laid and made fertile by the male fish. These trout do not die after spawning but feed and grow for another season.

There are stories of good brook trout fishing in the upper Bowmanville Creek and the Wilmot Creek. Could these trout that are so plentiful be rainbow trout that were hatched last spring?

There are many strains of high breed trout and salmon that we hear about. They never seem to get past the experimental stage. This is a good sign the department is doing something to strengthen the breed of fish. They might come up with a fish that is half fish and half rabbit.

These cooler nights and shorter days should make the pickerel, bass and muskie fishing in the Trent system better, for fall fishing is when most of the big fish are caught. Do not adventure out fishing on opening day of duck hunting, for some people on opening day will shoot at a duck a mile away.

The fishing at the Oshawa Harbour should be at its best, just before the fish make that mad rush up the Oshawa Creek to spawn. There is one drawback fishing any local harbours, and that is the water is low and the side of the dock

seems so high. You must have a very long-handled landing net of good quality, if you are going to land that fish. The small Cleo seem to be the best bait with treble hooks when casting from the docks. When trolling in Lake Ontario, most fishermen when using a Cleo have a large single hook.

There are many advantages to fishing off Whitby, Oshawa or Bowmanville dock. If the weather is too rough you drive home, only to return again later that day. If the weather is cold or wet you have your rain gear in the car or truck, put it on and enjoy the fishing. If you do not catch a fish in an hour or so, they are not biting, so why waste a whole day. The fishing season off the docks is generally good fishing for a couple of months. You do not need a boat, motor or trailer, just a good stout long rod, good reel, not one made from those off shore countries, and especially a strong-handled, large landing net.

The Department of Natural Resources has decided to open up more crown land in Northern Ontario. If interested in any of this crown land, write to Department of Natural Resources, Queen's Park, Toronto. The price of nursery stock, trees, for you to plant, or trees the Department plants under an agreement, has risen very slightly in price. If you are interested in any of these trees, now is the time to apply for trees to be planted in the Spring.

You have probably seen this notice before. If you catch a pike in Mitchell

or Balsam Lake, keep it and report it to the Department in Lindsay. The Department thinks these pike could do a lot of harm, for pike and muskie do not live in harmony. I do not know why the Department is getting all upset over a few pike for there seems to be very few muskies.

The Ministry of the Environment has come out with a new "Guide" to eating Ontario sport fish. You can obtain a copy free from the NDP Office of Mike Breaugh on King Street West, Oshawa. This guide is well written and illustrated about the many poisons fish can pick up, making them poor eating. There is no use in me telling you what is in this guide, for you can read your own copy.

The replacement trap shoot held at the Newcastle property was a great success thanks to Dean and Jim and their committee, who did the work. The morning was a little damp, but later in the day it turned out bright and clear. Class "A" was won by Al Trotter who also won the longest run. 2nd Class "A" was Joe Monteiro, 3rd was Frank Silva. Winner of Class "B" was Kemp Smith, 2nd was Everett Crosby and 3rd was Dave Hircok Jr. Winner of Class "C" was John Cameron, 2nd was Dana Ogden and 3rd was Mark Roberts. As the Lewis System was used in scoring, some familiar names in trap shooting were missing. All shooters had a good time and the prize winners were happy with their prizes. There is still trap shooting Thursday evenings and Sunday mornings.

SWAP COLUMN

NEXT ISSUE: OCTOBER 20, 1988

DEADLINE FOR NEWS AND ADS: FRIDAY, OCTOBER 7, 1988 AT 4:00 P.M.

FOR SALE

1988 BUICK PARK Avenue, fully equipped, grey, 20,000 km. Call: 655-8568

'82 GMC FULLY LOADED custom van. 4 captain chairs. Front/rear air conditioning. Running boards. Asking \$8500 or best offer. Call: 723-0502 after 4 p.m.

REFRIGERATOR, VIKING frost-free, 16.7 cu. ft., white, left-hand opening. 1 year old. Excellent condition. Asking \$600. Call: 576-6345 after 6:30 p.m.

PRIVATE SALE. 3-bedroom backsplitted, north Oshawa, dining room, living room, large kitchen, large rec room. \$137,500. Call: 728-7736 or 430-2015

BOY'S SMALL CCM hockey helmet and equipment, \$25. Boy's stretch ski pants, size 8, 10, \$10 each. Girl's 2-piece ski suit, size 12, \$25. Call: 579-1262

BASS GUITAR, TOKAI, very good condition. Asking \$160. Call: 723-1956

ADLER ELECTRIC typewriter. \$100. Fenwick Black Hawk, 7' fishing rod and Zebco Cardinal 4 reel. \$100. Call: 725-7954

1977 CHEV NOVA, 4-door, 305 automatic, PB, PS, solid body, new paint. As is or will certify. Call: 985-7149

GE DISHWASHER, excellent condition. \$325. Kenmore Spacemaker range hood. Microwave oven, \$400. Call: 579-0181

12-GAUGE SHOTGUN, like new, Remington, 1 box shells and gun cleaner and case, \$75. Wrought iron planter, holds 4 plants, \$25. Call: 728-2538

HOUND, \$50. '79 Chev Impala for parts. Call 263-2546

MEYERS SNOW PLOW frame with lights, fits S-10 truck, \$150. Set of 14-inch Chev Rally wheels, \$100. Call: 986-5465 after 6 p.m.

'81 FORD CROWN Victoria, loaded, good condition, \$3000 or best offer. Certified. Call: 723-9488

1980 CHEV TRUCK, \$3500 certified. 1985 Chevette, \$3500 certified. Van sunroof, vent, tire holder, roof racks. Call: 1-786-2716

SUNBEAM KEROSENE heater, 9000 BTU. Never been used. Call: 728-4998

CROSS-COUNTRY SKIS, professional "Skate Type". Karku skis, poles with bindings. Complete with case. Call: 576-6642

2 BEAUTIFUL CEDAR chests. 1 solid oak. 1 solid pine. Reasonably priced. Call: 728-6102

'83 750 YAMAHA, FAIRING, stereo, wolf header, many extras, 17,000 km. \$1650. New logsplitter, 5 h.p., Gearbox. 14" tire. \$1250. Call: 434-7294

1984 OLDS TORONADO, 50,000 mi., fully loaded, excellent condition, power everything. New tires, new exhaust, well maintained. \$12,500 certified. Call: 432-1730

1977 BONAIRE HARDTOP tent trailer, stove, icebox, sleeps 6, good condition. \$2500 or best offer. Call: 576-2521

SOFT WOOD, \$40 face cord. Delivered free in Newcastle, Bowmanville area. Reese trailer hitch, 5-piece, \$100. Call: 987-4340

SKLAR-PEPPLER CHESTERFIELD, excellent condition, velour, chocolate brown, wood trim, 7' long, 3 years old. Must be seen! Asking \$499. Call: 668-5769 after 5 p.m.

ROOFING GUN, Hitachi air powered, good condition. New \$800. Asking \$350 or best offer. Call: 668-4568

1988 CHEV ASTRO VAN, loaded, total warranty, asking \$18,500. Please call: 666-3985

NATURAL FEMALE full-length mink coat with fox hat, colour matched, size 10-12, medium height, excellent condition. Cost \$2000. Asking \$850. Call: 1-705-696-3445

'73 MONTE CARLO, 350 4-bbl. Rally rims, white letter tires, many new parts, needs body work. \$1200 as is. Call: 434-7262 Shift 2

BROWN STORM door, like new. L.H. size, 32" x 80". \$100 or best offer. Call: 579-3383

DINING ROOM suite, 8-piece walnut, table will seat 8. Made in 30's. \$1800. Call: 723-3620

1977 PONTIAC Catalina 305, 82,000 miles, many new parts. \$1500 as is or best offer. 30" stove, \$200. Call: 579-9290

FIBREGLASS CANOE, \$250. Fibreglass boat, \$300. Evinrude motor, \$300. Call: 434-6537

5 SHEETS OF chipboard, 3' x 8'. Black and white TV. 12" screen. Call: 725-6282

2 STEREOs, BLAUPUNKT and Electro-home. Candle 8-track player, 8-track tapes, cassettes. 2 electric drills. Minolta 35 mm. camera. Coleman stove. Off-white bedspread. Call: 725-0244.

30" MOFFAT WHITE STOVE. Great for cottage. Call: 434-7584

LOTS ON TOWNSHIP Road. Access to public beach. Kushog Lake. Year round. Minden area. Haliburton County. Walking plow. Call: 1-705-286-4388

5-PIECE BLACK wrought iron patio set. Includes orange cushions. \$200. Call: 723-1340

NEW ACRYLIC bathtub (white). Left hand. Call: 725-6724

FRANKLIN WOOD STOVE, good condition. \$200. Call: 725-0575

1979 MONZA, in running condition. As is. Asking \$400. Call: 655-3048

GARAGE DOOR, aluminum, 8' x 7', \$170. 4 rims, GM 15", \$5.00 each. 2 tires on rims, 14". Skis, 70 cm., good bindings, \$20. Call: 728-6773

STAIR GLIDE for sale. Call 728-9633 after 4:00 p.m.

1985 YAMAHA RZ500, 33,000 km. Mint condition. \$2500 or best offer. Bike will certify. Call: 728-1057

RIGHT HAND aluminum screen door. A-1 condition. Side frames with it. \$65. Call: 725-2565

26" RCA CONSOLE coloured TV with wireless remote control. Good condition. \$200 or best offer. Call: 284-0649 or apply Plant 2, Shift 1, Column F53 Carpets. (Amil)

SNOWMOBILE. 1986 Polaris Indy 600, mint condition with 1700 miles, cover included. Also 3 h.p. John Deere snowblower. Call: 728-8130

1987 ACADIAN Low. Excellent condition. Certified. Tan colour. Automatic. Call: 623-3676 or 623-1680

ALUMINUM STORM windows and screens, sizes, 55"x42"; 55"x36"; 55"x30"; 55"x21½"; 39" x 36"; 55"x28"; 39"x20". Aluminum door, 34"x82" with hardware. \$175 for all. Call: 723-6215

CUSTOM DRAPES, tiebacks, light gold, plus sheers, in ivory. 110" wide x 92" high. \$200. Call: 576-7980

CHEV MINI MOTORHOME, 350 engine, new tires, new brakes, new propane tank. \$2000 or best offer. Call: 623-2875

.22 COOEY SEMI-AUTOMATIC, \$70. .22 Cooley bolt action, \$75. 12-gauge double barrel, fox and spare stock, \$350. Call: 1-705-799-6721

WALNUT COFFEE table and two matching end tables, excellent condition. \$175. Call: 725-2544

VOGEL SWIVEL rocker, in excellent condition. Gold colour, arm caps. Call: 723-2150

DINING ROOM suite. 9-piece walnut, self-storing leaf, Circa 1930. \$1200 or best offer. Call: 576-9656

1979 HONDA CIVIC, as is with two motors, \$350. Kenmore automatic washer, in good condition. Call: 723-5079

1973 DODGE ¾-TON truck, needs work, as is, \$500 or best offer. 1983 VW Rabbit, 4-speed, manual, certified. \$4000. Call: 576-0523

WHITE CUSTOM-MADE sheers, new, to fit bay window, 116" x 83", \$120. Boys' skates, size 12, Bauer, \$10. Micron, size 13, \$15. Bauer Supreme, size 2. \$20. Call: 723-8889

TRAILER VENT, galvanized steel. Various sizes, glass sliding windows. Bell & Howell movie camera. Jade pilot light. Call: 728-1502

1976 OLDSMOBILE MOTOR, 350, with transmission. 1975 Oldsmobile motor, 455. Also contents of house. Call: 728-4481

FIVE-LIGHT DINING room lamp (chandelier) type. 2 three-light swag lamps. Beige and brown. Call: 723-6611

1985 CHEV CELEBRITY, one owner, excellent condition. 60,000 km. \$7500. Handmade quilts, various sizes, colours, prices. Call: 576-8415

12-FT. FIBREGLASS FISHING boat and trolling motor, \$525. Bausch & Lomb slide projector and screen, like new, \$75. Call: 433-1973

PAIR WINTER express snow tires, E78 x 14. Like new. \$60. Typewriter, \$50, as new. Call: 723-2738

1988 CHEV CAPRICE Classic. Fully loaded. Call: 623-7158

BRASS FIREPLACE glass doors with heatilator and fan. Call: 668-7176

1975 CHEV ½-TON, PS, PB, floor 4-gear, 4-barrel, saddle tanks, (1 each side). Good running condition. \$1500 certified. \$1200 uncertified. Call: 723-8630

1976 PONTIAC STATION wagon, loaded, original mileage, 45,000. New tires, best offer. As is. Call: 728-3220

BEAUTIFUL IMITATION fireplace. Light grey brick, \$200 or best offer. Girl's bicycle, (Brent) semi hi-rise, very good condition. \$28. Call: 728-5795

2 PAIR CUSTOM MADE lined drapes, 150" x 95" and 120" x 91". Dark brown/rust design, excellent condition. Asking \$600 or best offer. Call: 725-6696

KNOWLES FINE China Collector 19 wall plates. All in boxes. "Gone with the Wind" and "The King and I." D.J. Disco amp, mixer, audio, column, headset. Call: 723-3339

1983 PLYMOUTH RELIANT, 4-cylinder, 2.2L, automatic, PS, PB, 4-door, 53,000 km. AM radio. \$3500. Call: 725-7705

BOY'S, CAPTAIN'S BED and mattress. Three drawers in bed. Good condition. \$175 or best offer. Cash only. Call: 723-2097

1985 SUZUKI GSX-R750 snowbike, red and white lacquer, braided lines, white power shock, 15,000 km. Great shape. Certified. \$4000 or best offer. Call: 416-728-0648

1976 GMC ¾-TON H.D. suspension, new doors, fenders, box ext. Good condition. \$1800 or best offer. Call: 579-7636

'79 PONTIAC PARISIENNE, one owner. '81 Honda body parts. 4-bbl. carb. for '75 Buick. '80 Monza RH fender and RH door. Call: 725-7249

4 NEW TIRES, extra load and performance. Mud and snow XL. P235/75R15. Call: 1-705-277-2539

1977 50 HP MERC. \$1900. Call: 683-1680

1984 HARLEY DAVIDSON with 2 helmets, extra seat, fender, back rest and tank. \$5900. Call: 623-9561

QUEEN SIZE waterbed bladder, \$35. Waterbed heater (Queen) \$35. Queen waterbed, jumbo caps, brown velvet, \$35. Call: 666-3131 Shift 1

1988 SUNBIRD, BLACK, loaded, asking \$13,000. Kingsize waterbed, \$725. Large sofa, \$150. Loveseat, \$75. Call: 987-4937

BUDGIES. \$10. each. Various colours. Call: 623-4877

DRY FIREWOOD. Airtight stove, Ironsmith. Call: 278-4539 after 5 p.m.

DRAPES: LINED, custom made (ivory brocade, pinch pleated). Approximate size: Width 160", length 94". Price, \$200. Call: 263-2626.

CURTAINS (IVORY LACE, pinch pleated). Approximate size: Width 150". Length 94". Price \$85. Call: 263-2626

1976 HONDA GOLD WING, 30,000 miles. Vtter fairing, stereo, saddle bags. \$1300. Call: 576-7135 Shift 1

'79 BUICK LeSABRE, A/C PW. Runs good, body fair. Will certify. \$950. Call: 683-5676

AUTOMATIC WASHER, 10 years old, good condition. \$125. Electric dryer, 1½ years old, \$300. Excellent condition. Both with maintenance contracts. Call: 623-3781

SOFA, 2 CHAIRS, royal blue, sink-in comfort, used very little, \$500. Aluminum awning, 6'8" long, \$100. 3-brush floor polisher, \$75. Call: 734-4491 afternoons

1979 POLARIS 340 TX snowmobile. \$1500. Also Marine railway carriage and 60-ft. of track. 1500 lb. capacity. \$800. Call: 579-5210

FRANKLIN WOODBURNING stove, nearly new. Screen and pipes. Excellent shape. Call: 1-705-748-2541

1973 SCORPION SKI-DOO, 340 cc. \$450 or best offer. Call: 571-1384

KENMORE WASHER and Inglis dryer, in good working condition. \$250 the pair. Call: 728-9940

TWO WOODEN doors, 82" x 34" and 80" x 32". Hinges, locks, included. Call: 725-9370

THE OSHAWORKER

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EDITOR: Ray Finney
EDITORIAL BOARD: John Sinclair
Dave Thompson, Tom Hoar.

OAK GATELEG table with two drop leafs and two chairs with leather seats, \$375. Also small drop leaf table, \$65. Call: 723-3620

DRESSER AND BED, \$100. 2 end tables, \$10 each. Coffee tables, \$20 and \$30. Chesterfield, \$50. Wrought iron railing, \$2.00 per foot. Call: 728-9871

1977 TRANS-AM. LOADED. Best offer. Call: 579-9213

1978 CHEV MONZA, V-6, 3.02 cu. Running condition. \$300 as is. 2 P155/80R13 tires. Good condition. \$40. Call: 655-3048

'87 FIERO GT, 22,000 km. Loaded, air. 6-cylinder, 5-speed, extended warranty. \$13,500. Call: 728-5705

1984 4-DOOR PONTIAC Parisienne, 305 cu. in. motor, fully equipped. Like new condition. Must be seen to be appreciated. Call: 728-9772

OVAL KITCHEN table and four swivel chairs, brown chrome, excellent condition, \$100. Fold-away bed, foam mattress, metal frame. \$50. Excellent condition. Call: 728-7622

1986 CAMARO, V-6, automatic, PS, PB, PW, pulse wipers, PH, cruise, air, AM-FM cassette, loaded, 25,000 miles, excellent condition. Certified. \$11,500 or best offer. Call: 576-9015

PREGO TWIN stroller, \$150. One-step carseat, infant to toddler, \$45. Booster seat, \$5.00. All excellent condition. Call: 579-4452

TRUCK CAP with slide-in unit. Good condition. Best offer. Call: 579-8687

PIANO. Bell upright, double steel plate, good condition. Padded bench. Evaluated. Call: 416-623-2905

PINE BOOKSHELF, 6' x 4'. Custom made, \$160. Pressure treated fence caps, \$1.25 per set. Call: Jason 723-5423

SMALL BROWN BAR fridge. Kerosene heater. 1985 Camaro Bra. All in excellent condition. Call: 728-3907

DRY FIREWOOD, all hardwood, single cord, \$50. Bushcord, \$140. Also pheasant. Call: Orono 983-9555

JV POCKET SIZE colour generator. Desk swivel chair. Salon Lady Schick hair dryer, still in box. Upright Viking vacuum cleaner. Call: 728-0178

ALUMINUM STORM WINDOWS, 31¼" x 17½". Great for a cottage. Call: 579-2094

EATON'S VIKING frost-free refrigerator, white, left-hand opening, 1½ years old, excellent condition. Asking \$700. Call: 576-6345 after 6:30 p.m.

4-WHEELER 1986 YAMAHA 225 CC, sports rack, front and rear, 10-speed plus reverse. Excellent condition. \$3000. Call: 623-1318 after 4 p.m.

BRICK BUNGALOW. 1½ acres fruit trees, pool, guest house, creek pond. Asking \$199,000. Call: Orono 983-9660

'76 OLDS 455 MOTOR, 67,000 original miles. \$75. Call: 579-0963

1988 SKI-DOO ESCAPEDE, 496 engine, 2 Mikuni carbs, independent suspension, electric start. 800 km. Call: 728-0853

SASH WINDOWS. 2 pictures, 55" x 44". The same storm aluminum windows, 3 tracks with screens, various sizes. Also 4 tires. R-14. Call: 725-7768

1986 GMC 1-TON platform dump, dual wheels, O.D., all heavy duty, 350 motor. 16,000 km. Call: 725-0222

LARGE DESK, \$75. GI Joe Aircraft Carrier and GI Joe and other toys. 5-gallon wine bottles. Call: 576-7043 after 5 p.m.

13' HOUSE TRAILER with 4-burner propane stove, heater, comb. table/bed, icebox and sink. Very roomy. \$950 or best offer. Call: 416-983-5168

TWO CHAIN saws. One 16", \$125. One 14", \$65. Call: 725-9370

QUANTITY 8" PIPE casing, ¼" wall. Approximate lengths, 5', 6', 8". Call: 725-3916

SEWING MACHINE in cabinet, \$75. Pair ski racks, \$30. Metal table, 8-ft. x 30 inches, \$25. Spare tire, GMC make, \$10. Call: 623-3085

3 BIKES, 10 — 5 — 3 speed. Call: 576-0158

1986 HONDA ATC 350X, good condition. \$1900 or best offer. Call: 416-983-5027

FORD AND ALLIS Chalmers tractors. Also other farm implements. Call: 728-0703

1975 15'6" CRESTLINER Bowrider boat, 70 h.p. Johnson, with trailer, excellent condition, must be seen. Life jackets, paddle and full top. \$4950. Call: 416-983-5168

FRANKLIN STYLE stove. 10-feet of insulated chimney plus cap and starter piece. 4-piece tool set and screen wood tray. Asking \$175. Call: 623-2432

NEW 1988 2.2 MERCURY motor. Still in box. Price \$595. Save \$100. Won in Oshawa this week. Call: 725-7490

GLENDETTE TRAVEL trailer, 18-ft. Boat, motor and trailer. Small wood stove. Workman's vice. Complete Reese hitch. Call: 1-705-742-7826

1977 FORD PICKUP. Runs well. Needs brake job and minor body work. \$400 or best offer. Call: 434-5704

SCREEN DOOR. 81" x 34", \$20. Call: 723-9378

BLUE AUTO console and transmission for Camaro. 10-speed. Fairfax shampoo kit. Pioneer graphic equalizer for house. '75 Olds interior and exterior parts. Call: 576-4098

QUEEN SIZE waterbed with bookcase headboard, mattress cover, heater and night stand. \$250. Call: 576-1157

WINDOWS, SLIDERS: Three (60" x 30"); one (60" x 42"). One (48" x 30"). One (36" x 30"). Sliding glass door, 6-ft. Picture window (64" x 114"). Call: 579-2190

NATIONAL POWER saw on all-steel stand, includes motor, five blades. Several garden tools. Blue and gold rug, 12' x 14", in excellent condition, \$75. Call: 725-6218

NEWSPAPER DELIVERY cart for Toronto Star papers. Like new. Only two months old. Storm flap and fully enclosed. Cost \$50. Asking \$35 or best offer. Call: 576-8427

TRAVEL MATE motor home, in very good condition. \$19,000 or best offer. Will certify. Call: 416-623-5969 after 6 p.m.

4 P185R1478 USED RADIAL tires. Gauge train set layout. Call: 576-3121

KENMORE APARTMENT size washer and dryer. Less than one year old. Transferable extended warranty and stand. Cost \$1200. Best offer over \$600. Call: 434-7649

1985 BLACK MONTE Carlo S.S. Fully loaded. 46,000 km. \$13,000 or best offer. Certified. Call: 434-7829

'85 CHEVETTE. '79 Chev Monza. Assorted automatic trans. New and used batteries. GM gas tanks. Good alternators. Leaf springs for '80 GMC. Call: 725-7249

1976 ACADIAN (B.O.) Car stereo \$300. 1985 Honda interceptor. VW Good parts (B.O.) 2 deep freezers, 12 and 14 cut. ft. \$150 each. Call: 723-4165

MOTOR HOME. 1987 Dodge Royal II, 318, V-8, automatic, air con., flush toilet, 3-way fridge, freezer, microwave oven, air furnace. Call: 728-1061

SWAP COLUMN

NAVAHO BLANKET, beige and brown, 6' x 54", \$50 new. Ironing board, \$7.00, new. Folding clothes horse, chrome, new, \$7.00. 3-step kitchen steps, metal, \$4.00. Call: 579-2967

'80 BUICK CENTURY, certified. New brakes, exhaust, new paint, battery, plugs, etc. \$3400. Call: 725-8430

31' AIRSTREAM TRAILER, all equipped, in A-1 condition. Call: 725-3152

SINGLE BED, box spring and mattress, headboard and metal roller frame, \$100. Two brass table lamps, \$25 pair. Call: 728-2735

1986 GMC 315, ext. cab with liner and cap. Low mileage. Must sell. \$8700 or best offer. Call: 433-1168

ANTIQUE HIGH BACK chair, small chair to match. 8 mm. movie camera, projector and screen. Also glass to coffee table. Call: 576-5080

DOUBLE HEADBOARD, footboard, rails, double dresser, mirror, box spring and mattress. Solid wood construction. \$350 or best offer. Call: 728-0723

40 HP MERCURY outboard motor. Short shaft with controls, tank and new battery. \$1200. Call: 666-9769

CUSTOMIZED DUNE buggy. 4 Crauger mags, 2 rear L60 tires, must be seen. Asking \$4500 or best offer. Call: Bowmanville 623-9774. Greg, Shift 2

1977 CADILLAC SEVILLE. Many new parts. Asking \$2500. Call: 1-839-0810

ASSORTED WHITE aluminum windows. 5 basement windows and 1 white storm door. Asking \$250 or best offer. Call: 723-8618

WISHING WELLS. Small, medium and large. Call: 983-5525

1968 CORVETTE STINGRAY, \$9500 or best offer. 1980 440 Invader Ski-Doo, liquid cooled. \$950 or best offer. Call: 571-0811

BLAZER OR JIMMY bra. Protect your front end. \$99. 4+2-14" Camaro Rally Sport tires and rims. \$55 each. Call: 571-0811

PROPANE FRIDGE and stove and lights, plus lines, etc. Call: 985-7793 or 425-2796

YAMAHA PORTASOUND organ. New \$280 for \$150. Judo suit for 8 to 12 year old. \$15. Call: 728-1220

GIRL'S BIKE, blue colour. 10-speed CCM racer. Excellent condition. \$70. Call: 725-0803

1980 GOLDWING MOTORCYCLE, new rear tire and tune-up. All gauges. \$3000 or best offer. Call: 579-8758

1983 JOHN DEERE snowmobile, 340, liquid cooled. Hand warmers. Speedo. 1700 km. Showroom condition. Call: 723-8600

KIRBY VACUUM, complete with shampooer, \$200 or best offer. Girl's CCM bicycle, excellent condition, suit 6-9 year old. \$40 or best offer. Call: 728-5329

1980 YAMAHA MOTORCYCLE, Special 850 CC, bags, box, stereo, fairing, low mileage, dual discs and shaft drive. Excellent condition. Call: 623-4920.

1978 DODGE ASPEN, good running order. Asking \$500 as is. Call: 576-9894 or 623-1268

FIREWOOD, DRY, all hardwood. Call: 728-4845 or 683-8452

BABY CRIB (Lepine), natural wood finish, A-1, mattress, bumper pads and bedding included. Call: 432-1861

TV ANTENNA, rotor and 40-ft. tower, \$75. 2 boys' BMX bicycles, low and high gears also. \$75 each. Call: 571-1364 after 6 p.m.

1984 MAZDA 1/2-TON pickup. Automatic, AM-FM, long box, box liner and F/G molded cap. Excellent condition. Asking \$5500. Make offer. Call: 725-9585 or 434-5777

1968 RALLY SPORT Camaro, 350 automatic, runs well, interior excellent. Body needs work. Certifiable. \$2500 as is. Call: 416-728-0857 after 6 p.m.

GIRL'S BICYCLE, \$20. Downhill skis with bindings, \$50. SCM portable typewriter, \$50. 1980 Prowler with bunkhouse, 27 1/2'. Asking \$10,000. Call: 728-5518

GE 8-TRACK stereo, AM-FM, 20 tapes, \$60. Smith-Corona good typewriter, \$50. Call: 723-2738

1981 PHOENIX, 4-cylinder, 4-speed, two-door. 110,000 km. 3,000 km. brand new clutch. \$1150 or best offer. Call: 432-2264

TWO 1979 FORD BRONCOS, low miles, excellent running condition. Needs body work only. Asking \$7500 for both trucks, or best offer. Call: 416-797-2368

INSULATED FULL SIZE truck camper. Slide out insert. \$750 or best offer. Call: Rick 434-2594

1978 FORD THUNDERBIRD, 133,000 km. \$900 or best offer. Call: 723-6252

ELECTRIC GUITAR. Ibanez Flying V with Gold Floyd Rose Tremolo and locking nut with case. Worth \$1000. Will sacrifice for \$600. Call: 725-4816

5 H.P. SNOWBLOWER. Needs repair. \$100 firm. Call: 725-9665

1978 DODGE OMNI, 4-speed, \$500 as is or best offer. '80 Chev, V-6, 229 cu. in., auto trans. \$300. Call: 434-5543

ALUMINUM STORM windows, three 36" x 48", \$15 each. Three storm and screen, 32" x 62". One 45" x 50". \$20 each. Call: 723-1490

SEARS KEROSENE heater, 9000 BTUs, \$75. Used 6 times. Upright piano. Very good condition. Approx. 95 years old. \$1500 or best offer. Call: 728-6877

1985 FORD TEMPO. 4-door, auto., PS, PB, air, cruise control, power locks, 95,000 km. Excellent condition. Asking \$6500. Call: 655-4196

1981 CITATION DELUXE. Excellent condition, certified. \$1750 or best offer. Call: 655-3780 or apply: 1060 Brawley Road, Ashburn.

VANITY CABINETS, white colour, various sizes. Several sinks, oblong shape and some taps. Call: 725-2140

BABY SETS, \$13 each. Lawn ornaments. Tweety, Sylvester, Woody Woodpecker, Daffy Duck, \$13 each. GE dehumidifier. \$150. Call: 725-9390

1977 VOLARE, SLANT 6, engine, good running condition, as is. \$150 or best offer. Call: 571-2260

1987 ARCTIC CAT Cougar, cover, belt, injection oil. Like new. Call: 723-1988

KROEHLER SOFA and chair set, in excellent shape. Velour. Call: 725-0740 or apply: 248 Toronto Avenue, Oshawa

HI-STANDARD .22 cal. pistol. "Supermatic Citation". \$350. 17" Wilker, new top and interior and 1988 Johnson 120 h.p., Easy-Load trailer, \$12,500. Call: 623-6495

MAYTAG WASHER, in excellent condition. \$250. Call: 728-0242

3/4-ACRE LOT AT Bancroft, with waterfront of 100' on the York River. Well treed with clearing for cottage or trailer. Asking \$15,500. Call: 416-786-2264

'86 FIREBIRD, AIR, T-Roof, power windows and locks, AM-FM cassette, 5-speed and console. Much more. Excellent condition. Call: 576-0355

1985 PONTIAC 6000 LE station wagon, completely loaded, low mileage, A-1 condition. Asking \$10,500 certified. Gold and beige in colour. Call: 579-0143 or 576-5049

1977 T-BIRD, in excellent condition. Price \$600 as is. Call: 434-2339 between 1 p.m. and 4 p.m.

'81 CAMARO Z-28, black on red, loaded, low miles. \$6500 or best offer. Call: 436-2798

AWNING, 13' x 6'. Green and white aluminum. Make offer. Call: 416-885-8945

1985 S-10 PICKUP, V6, 2.8, 4-speed, AM-FM radio, box liner, rust checked, 63,000 km. Asking \$6300. Certified. Excellent condition. Call: 668-6578

HIMALAYAN AND Persian kittens, registered CCA and CFA. Breeder quality. \$300 and up. Call: 576-3894

TRUCK CAP, aluminum, 8'. \$200 or best offer. '81 Ford LTD Crown Victoria, \$3500 or best offer, certified. 2 BMX bikes, one 16", \$40; one 20", \$60. Call: 723-9488

1986 DORAL CALAVIER, VHF radio. Fish finder, compass, \$36,000. 1983 Suzuki GS400E, 10,000 km., full gauges, as is. \$500. Call: 1-705-277-3653 after 5 p.m.

ABDOMINAL BOARD. Pet cage. Electric drum set and guitars. Gorgeous new sofa set and tables. Immaculate '75 Cadillac Eldorado. Doll carriage. Call: 668-9541

PRIVATE SALE. Village of Newcastle. 2-bedroom bungalow. Lot 63 x 132. \$118,000. Call: 987-1025

MOBILE HOME, 35' x 10', Florida room, 20' x 10', 2nd bedroom available. St. Petersburg, Florida. \$9500 Canadian. Call: 430-6424

1986 DODGE ARIES station wagon, in A-1 condition, only 44,000 km. 18-ft. Glendette travel trailer. Bowrider boat, 90 h.p. Mercury and trailer. Call: 1-705-742-7826

3-BEDROOM SIDESPLIT, N.E. Oshawa, quiet court location. Beautiful ravine lot, custom oak kitchen plus Florida room. Many extras. \$182,900. Call: 571-0954

LARGE SOFA. Beige velvet, like new. \$275 or best offer. Call: 725-3380

25 PERCENT OFF. New masonite faced slab interior doors. One 18" x 80". Two 30" x 80". Three 32" x 80". Also precast steps. Two steps x 30". Call: 623-7163

STEREO RECORD player with 2 speakers. Ladies size 12 jackets, pants, skirts, sweaters, blouses. Bath plush sets. Call: 725-5306

BOYS' BAUER Challenger skates, size 4, like new, \$20. Ladies long length imitation light grey mink coat, size 14-16. Like new, \$85. Call: 725-5795

TOASTER OVEN, very good condition, \$25. 2 bedroom light fixtures, \$8.00 each. Call: 725-3342

TAPER-PRO KNEE ski, \$50. 83-85 OMC Stern Drive Service Manual, \$20. Call: 668-8497

CHILD'S THREE-WHEEL tricycle, large size, almost new. \$30. Call: 728-8655 or 728-7892

BEAUTIFUL FRENCH Colonial dinette set, 5-pieces, hardwood. Excellent condition. Call: 725-0803

CHEV CELEBRITY, 4-door, 4-cylinder, automatic, power brakes, steering, trunk, pulse wipers, silver with red stripe, air con., mint. 4000 km. Call: 728-8655

5-REEL POWER lawnmower, Briggs and Stratton motor. Call: 723-7647

FRIDGE. \$300. Call: 579-3206

MAUSBERG RIFLE, "22". Peep-sights, 2 screw for telescope sight. Winchester 12-gauge, better steel. Made before World War II. Call: 725-5251

2 OCCASIONAL CHAIRS, 1 recliner. Must sell. Very good condition. \$30 each. Call: 728-9856

1986 CHEVETTE 4-DOOR automatic, AM-FM, 58,000 km. Excellent condition. Certified. \$5000. Call: 571-1910

OUTSIDE GREEN, size 17' long by 11' wide. Good condition. Call: 723-9636

1959 DODGE CUSTOM Royal for parts. Has all glass and chrome engine, transmission. \$300 or best offer. Call: 723-5921

50 5"-6" CEDAR POSTS. Eight-foot lengths. Call: 1-705-738-3694 weekends only

SEARS BANDSAW and stand. 12" throat, 1 1/2 years old with motor. \$350. Call: 579-7510

CUSTOM MADE pinch pleated sheer drapes, almond, cornelli hem, 116" x 94". Call: 723-9636

1982 J-2000, 2-DOOR hatchback, automatic, PS, PB, original paint, one owner, low mileage. Certified. Asking \$3900. Call: 725-0803

BOX TRAILER. Call: 579-3978

1976 ACADIAN (Chevette style, 2-door). 4-cylinder, 4-speed standard. \$800 or best offer. Call: 576-8427

10' CAMPER, FULL size pickup with stove, fridge and furnace. Great for hunting. \$950. Also set of 4 x 4 off-road tires and rims. \$350. Call: 416-985-7720

4 GOODYEAR VECTOR all-season radials. P225-15. Used 5000 km. Call: 725-5836

BATHROOM TOILET, in good condition. \$25. Call: 728-6194

14' FIBREGLASS BOAT and 10 h.p. Johnson motor. \$600. Call: 725-1026

HORMOCHORD ORGAN, \$200. 2 chrome arm chairs, \$10 each. Wooden lawn bench on wheels. \$35. All very good condition. Call: 623-5749

FOR RENT

CLEAN ONE-BEDROOM furnished apartment, private entrance, Ritson/Glendon area. Suit mature non-smoking person. No pets. \$475 including utilities. Call: 725-9625

INSIDE WINTER storage for boats and tent trailers. Call: 623-1297

ONE-BEDROOM APT., Bowmanville. No pets, \$850 monthly. Available Oct. 15th. Orlando, Florida, 2-bedroom townhouse, furnished, \$375 weekly. Call: 623-2328

BRAND NEW 3-bedroom house near Oshawa Shopping Centre, close to all facilities. \$800 plus utilities. Call: 728-9030

TAMPA, FLORIDA, 2-bedroom with bath, modular home, includes breakfast. Four people, \$300 weekly, 2 people, \$225 weekly includes breakfast. Call: 519-243-3590 or Tampa 813-882-4565

CLEAR ATTRACTIVE furnished room within walking distance of South GM plant. Call: 728-8151 evenings

NEW ONE-BEDROOM, apartment, private entrance, patio, garden, utilities included, fridge, stove and cable TV. Call: 725-1750

STORAGE FOR cars, boats and trailers. Call: 436-2592

3-BEDROOM BRICK bungalow, attached garage, drapes and blinds included. Full basement. North of Oshawa Centre. \$800 plus utilities. Available now. Call: 725-1800

WINTER STORAGE for boat or car in safe, secure facility at low rate. Call: Ajax 428-1070

LARGE 1-BEDROOM basement apartment, partly furnished, fridge, stove, includes utilities and parking. Suit 1, non-smoker, no pets. Available immediately. Call: 576-0751

STORAGE SPACE for boats, cars, trailers, etc. Call: 436-2592 or 263-8885

OLDER HOUSE in Bowmanville, 2+1 bedrooms, large kitchen, 18' x 33' above ground pool, finished basement, 2 baths, \$800 per month. Call: Bowmanville 623-1680 or 1-635-9513 evenings 6 p.m. to 10 p.m.

3-BEDROOM BUNGALOW, 2 appliances, close to schools, bus, shopping, \$825 monthly plus utilities, first and last. References. No pets. Call: 728-3844

WINTER AND SUMMER storage for boats, cars, campers, trailers, etc. Call: 1-705-799-6391

INSIDE AND OUTSIDE storage for cars, boats, bikes, trailers, motor homes. Call: 728-6814

WANTED TO BUY

'81 or '82 BLIZZARD SKI-DOO 9500, or '83 Blizzard 9700. Mint only. Call: Len 987-5497

'37 PLYMOUTH PARTS, car, boat winch, windshield, frame, front left parking light, front bumper for 1946 1/2-ton International or parts truck. Call: Hampton 263-8537

SNOWMOBILE, 340-400, independent suspension. In good condition. Call: 725-3359

WILL BUY USED firearms. Call: Jim 576-2895 Shift 2

WHITE WICKER furniture, suitable for indoors. Also loveseat and chair in grey or burgundy. Small round wood table. Must be reasonable, good condition. Call: 576-7760 after 5 p.m.

GIVEAWAY

KITTENS. AFFECTIONATE, healthy, litter box trained, 10 weeks old. One black, orange and white, 1 blackish, grey and white. Call: 432-1861

SERVICES

BABYSITTING IN MY home, any ages, shift workers welcome, hot lunches, Rossland and Harmony Area east (Camelot Drive). Near all schools. Call: Gayle 576-1334

MOTHER OF ONE to babysit, across from Cannon school. Call: Barb 728-0612

ARE YOU THE SPOUSE or relative of a problem drinker and seeking help? Call Al-Anon 728-1020

DISTRESS CENTRE. Telephone befrienders. Available 24 hours a day. Call: 433-1121 or 686-2366

ARE YOU COPING with daily stresses? Community Involvement and Volunteer Program needs volunteers to assist others who are experiencing emotional difficulties. If you can help, call: 579-7661



Big Brothers Association of Newcastle

In 1976, a young widowed mother, concerned with her son's lack of male influence in his life, requested a Big Brother Association in Newcastle. With the help of local service clubs, the Big Brothers Association of Newcastle was founded in March of that year.

During the past 12 years there has been considerable growth in the organization with 20 matches at present. Due to this growth and the realization that there was a definite need for the service in the community, Big Brothers of Newcastle became affiliated in October 1986 with the Big Brothers of Canada. This affiliation brought changes to the organization as there are certain requirements set out by Big Brothers of Canada which must be followed. Every three years Big Brothers of Canada visits the 174 Agencies within Canada and carries out an evaluation of each Agency. This evaluation is designed to keep the service standards high.

The Big Brothers Association of Newcastle serves the area of The Town of Newcastle. This is a large area (225,000 square miles, population 33,000+) and the Agency has a problem reaching the outlying areas (Courtice, Hampton, Tyrone, Kendal, Orono, Newtonville, etc.). Most of our matches are in Bowmanville and Newcastle so perhaps there is a need elsewhere which is not being met.

Big Brothers is an agency which provides boys aged 6-16 without male influence the opportunity to have guidance and friendship from interested and responsible men. These men will set a good example for the Little Brothers to follow and this stable role model will have a lasting effect on their lives. Big Brothers provides a **preventative** service giving boys direction, guidance and friendship before a serious behavioural problem develops.

If you are a mature man (18 years and over) who is happy with your own life — how about sharing some of that happiness with someone else? There are 10 Little Brothers waiting to develop a friendship with a Big Brother Volunteer. The Agency asks Big Brothers to give a full year's commitment and spend 3-4 hours a week with their Little Brother. Only this time commitment can give the necessary opportunity for a friendship to grow and the confidence to a little boy that this person is not going to drop out of his life.

Big Brother Volunteers are **very special people** who truly give of themselves. They are patient, mature, and of course, they enjoy children. Their commitment is not for a few hours, weeks, or months, but usually for a lifetime. Once a friendship develops it is forever. They may see less of one another as the Little Brother grows up, but they will always remain friends.

The Agency supports the Big Brother with quarterly phone contact and yearly personal interviews to make sure the relationship is going smoothly. Little Brothers and Moms are also contacted to insure everyone involved is happy. Big Brothers, Moms and Little Brothers are encouraged to contact the Caseworker if a problem arises.

The Big Brothers Association of Newcastle is guided by a Board of Directors. At present there are 13 members with openings for 2 more. New Board members are given an orientation which acquaints them with the mandate and policies of the Agency. The Board members are a cross-section of the community — both diversity of skills and geographic location. There are five committees made up of Board members, plus additional members from the com-

munity who do not sit on the Board. These committees work with the two staff members — Executive Director/Caseworker and Secretary — to organize activities for both Big and Little Brothers, recruit Big and Little Brothers and Board members, fundraise and give direction concerning matches.

As a member of the United Way of Oshawa-Whitby-Newcastle since January 1988, we receive funding for our staff. Additional funds are raised through our "Bowl for Millions Campaign" held during February and an Annual Sports Swap held in September. The 1988 Bowl for Millions was very successful and the agency appreciates the large number of people in the community who participated in this event.

During the past year, Big Brothers of Newcastle has had almost a 70% growth with 20 present matches. The Town of Newcastle is growing in population and eventually the number of Little Brothers with a need for a companion will grow too. We want to meet that need by having Big Brother volunteers available. Recent studies show that volunteers want opportunities that: (1) are meaningful, (2) provide personal growth, (3) offer flexible time commitment, (4) involve them in decision making process and (5) relate to an identified need. With exception to number 3, The Big Brothers Association of Newcastle offer these characteristics to both Big Brother Volunteers and Board Members.

Bring happiness and friendship to a little boy while bringing personal growth and satisfaction to yourself — **Be a Big Brother!**

For further information, contact Executive Director, Nancy Scott at 623-6646 or President, Harry McClurg at 623-4044.

Your Pension

By KARL ZIMMERMANN

On September 13, 1988, a report in the *Globe and Mail* was significant to all of us if we ever decide to take General Motors of Canada Ltd. to court and try to get all our surplus monies (\$144.5 million as of December 1, 1986), back into our pension fund. You, all the GM members, of our Local will get a vote in the near future on this and I hope it will carry and we will get things rolling. Coming back to the story in the



Globe, it states "An Ontario Supreme Court judge has ruled that a \$3 million pension fund surplus of defunct White Farm Manufacturing Canada Ltd. belongs to the company's employees and plan beneficiaries."

Mr. Justice Robert Montgomery in his written judgment said "that the surplus should be used to improve pension benefits for retired workers."

This is a significant decision and whoever handled it in the CAW has to be congratulated and I hope the receiver Peat Marwick Ltd. will appeal this decision and take it all the way to the Supreme Court of Canada whose decision will be final.

The question now arises: how will a judge rule in our case if the language is the same in our 1950 pension agreement? In our case we are talking about experience surplus versus a true surplus.

What is an experience surplus? The actuary, when he figures out how much a Company has to pay into a pension fund next year is restricted by the On-

tario Pension Benefit Act, 1980, to a maximum gain on all investments of the pension fund of 6%. (I am told it is now 8% - Bill 170.) Anything over 8% return on investments in a fully funded pension fund is a true surplus and in a pension fund where there are liabilities it is called experience surplus or experience gain.

As our pension fund has liabilities against it, (it was just about fully funded in 1986, but our new collective agreement created new unfunded liabilities), any return over 8% is called experience surplus (in 1986, \$49,401,200 or just about \$50 million), which General Motors used to discharge their obligation toward our pension plan. It is this money that should go to the pensioners and beneficiaries as they are the ones who suffer because of high inflation which usually is tied in with high interest returns and yields.

In the 1950 pension plan it states: "No part of the capital or income of the fund shall ever revert to the Company or be used for or diverted to purposes other than for the exclusive benefit of the employees and former employees..." This section does not speak of surplus or experience surplus or gain, it simply states that no part of income or capital shall ever revert to the company. This is the reason as to why Mr. Justice R. Montgomery ruled in the workers' favour.

By law it is forbidden to change a trust agreement if the changes do not benefit the beneficiaries. Ours was changed but not to our advantage and unless we challenge this in court, General Motors will continue to rape our pension fund and the persons involved in the changes had no right to do so and unless challenged they will get away with it.

All's not well in the Tajmahal

By PAT BLACKWOOD
Skilled Trades
Committeeperson
Zone No. 37

In all my years as a **Skilled Trades Committeeperson**, I have never seen management so blatantly involve themselves in the shop floor politics. Recently, an acting General Supervisor, Greg Salmon, did just that by resolving one grievance for one committeeperson with full pay without any written grievance, while completely rejecting an identical grievance from an employee on the other shift.

In an attempt to correct this situation, I went to see Mr. Salmon's boss, Area Manager George Sainsbury. George agreed that this grievance could very well have been handled wrong and he could understand the type of pressure I

would be going through on the shop floor.

He in turn went to discuss this case with Mr. Salmon, to see why he would resolve the one grievance in this manner, yet completely reject the grievance from the opposite shift.

When George came back to me, he could not convince me that Mr. Salmon was not **playing games**. It was obvious to me that Salmon had been frightened into paying the one grievance as he was about to be interviewed for the RIM Technical Manager's job. The first grievance came the night before the interview and Mr. Salmon wanted to calm the waters.

It just so happened my grievance did not come until after Mr. Salmon's interview or else it might have also got paid. Nonetheless, **the message being sent out on the shop floor is very confusing**.

We have been experiencing many problems with the RIM management from day one on this project. It has become very apparent they do not wish to work with the trades and try to resolve any of

our outstanding concerns in the RIM paintshop.

There is no doubt in my mind that many of the problems that the RIM paintshop is experiencing is due to lack of involvement of the tradespeople. RIM management feel they can operate the RIM paintshop without tradespeople being involved in P.M.'s on the paint system. The only time our tradespeople are being called to the paintshop is on a breakdown.

It's unfortunate that RIM Management want this type of confrontation in times where the company and the Union should be working closer together, as this is our only key to success. It has become obvious RIM management have tried to by-pass the "Skilled Trades section" of our Union and they feel that as long as the production half of the Union is happy, things will roll along just fine.

It's time for **Mr. Barclay** and his dynasty to wake up to the times, as it is **the company, the skilled trades workers and the production workers**, who have to work together to produce a number one product. You cannot ignore the

problems that the Trades Committeepeople have presented, hoping they will all go away.

Management must realize that they have to involve the Trades Committeepeople in all facets of their business. Opportunities to participate in decisions affecting daily operations should be extended to **all employees**. The primary vehicle for such participation **must be the Union**.

RIM management recently announced they were putting the tradespeople on production shift hours. The Skilled Trades People have been on these shifts since the RIM department opened. The company felt that they could just change the shift and hold no prior discussion with the Union. When I confronted Area Manager George Sainsbury that we have some serious concerns, he offered to have a meeting to **discuss the proposed shift changes**. The District Committeeperson and all three Committeepeople were present at the meeting.

It became very obvious that all this meeting was called for was to allow the company to tell us they were changing the shifts. We put Salmon on notice that this meeting was supposed to be to discuss **the proposed shift change**. At this point, Area Manager Sainsbury asked what our concerns were. When the concerns were tabled, it was again obvious that management was not listening. The meeting was beginning to become very heated, with threats going across both sides of the table.

Finally, Area Manager George Sainsbury offered to look at an alternative. With this positive move, we suggested the Company only change the number of tradespeople that they actually require, to have production covered properly at shift changes. The Company agreed that they could do this at least for a trial period. We agreed to meet the next day.

When we met the next day, Acting General Supervisor Greg Salmon had flip-flopped 100% on what the company had agreed to. **This is the type of management we can do without**. Allowing the Union to be part of the decision making process does not mean cover up

the loop holes the Union points out and then do what you want anyway. Apparently this is the RIM's view of involving the Union.

Prior to submitting this article I read it personally to **Area Manager of the Tajmahal, Jack Barclay**. I thought maybe Jack would want to sit down and try to work out some of our problems. All Jack could say after he heard the article was "I can see why you're upset but I don't buy happiness." I told Jack that he's missed the point.

There is a glimmer of hope in the RIM department. It was announced Wednesday September 14th, 1988, that **Gary McGurr** was given the RIM Technical Manager's Job. Mr. McGurr will be given every opportunity by the Union to clean up the mess he has been handed. If we are able to work honestly together, maybe things in the Tajmahal will get better.

Press Release Snow Removal for Seniors

The Oshawa Senior Citizens' Centre will again be organizing a snow removal program for senior citizens of **Oshawa**.

Seniors requiring snow shovelling assistance are asked to register early, before November 1, 1988. Please call the Oshawa Senior Citizens' Centre at 576-6712 between 9:00 a.m. and 5:00 p.m., Monday to Friday and ask for Catherine.

Those people who register will be sent a list of names of young people in their neighbourhood who are willing to assist them. The senior may then contact a young person and make the necessary arrangements. Payment will be an amount mutually agreed upon by the senior and the volunteer (minimum wage for students under 18 years old is \$3.90 per hour and over 18 years of age is \$4.75 per hour).

Seniors aged 65+ and handicapped residents can have their city sidewalks cleared of snow free of charge by registering at 71 Albert Street or by calling 579-2918.



Your Credit Union News

AUTO WORKERS (OSHAWA) CREDIT UNION LTD.
Established April 2, 1938



Your Credit Union News
Published by the
Auto Workers (Oshawa)
Credit Union Limited.

Tax Talk

BY GARY ROGERS

Putting your retirement savings into RRIFs

RRSPs continue to be a popular financial planning vehicle. Besides reducing your taxes when you make a RRSP contribution, amounts held in your RRSP grow tax free until you use them in your retirement years.

After the RRSP — What next?

But planning does not end with your RRSP contribution. Eventually, you must arrange to receive a taxable retirement income from the money in your RRSP. This arrangement must be in place by December 31 of the year in which you turn 71 years old.

One vehicle that has become especially attractive for this purpose is the RRIF (registered retirement income fund), an extension of the RRSP that allows you to further spread out your tax load to age 90.

When your RRSP matures, you simply roll over the funds into a RRIF at your credit union. They will continue to invest that money and to pay you a rate of return that is as good as the rate on RRSPs.

It's up to you!

From then on, most of the choices are up to you. You can continue to choose how to invest your funds — for example, either in a term deposit or a savings account — just as with an RRSP. You will also have access to money in your RRIF any time you choose, unless it is locked in to a term deposit. Of course, you must pay income taxes on the amount you take out based on your tax bracket.

RRIF withdrawals

The sum you withdraw each year is up to you, but you must always draw at least a minimum amount. The minimum is adjusted annually to reflect the earnings of the fund

during the previous year and the number of years remaining to age 90. The formula works this way. Subtract your age at the beginning of the year from 90 and divide this amount into the value of the RRIF as of the beginning of the year. For example, a 75-year-old with \$100,000 in a RRIF will have to withdraw at least \$6,667 (1/15 times \$100,000). The formula results in the minimum amount increasing each year until age 90.

Beyond this, you can take out as much as you like. For example, you can take out larger sums in the early years of your retirement if you plan to do some extended travelling, then cut down the payments later. Of course, you should take care not to leave yourself short of funds. In any event, you must withdraw all the money in the RRIF by the time you turn 90.

Your spouse and your RRIF

You can elect to base your RRIF on your younger spouse's birthday. Most people use the age of the younger spouse, so as to defer taxes and ensure income as long as possible. For example, if you are

70, your RRIF cannot last longer than 20 years. However, if you base your RRIF on your 65 year-old spouse's age, your RRIF can last for 25 years.

You can make an election to designate your spouse to receive the remaining payments if you die before age 90. If the election is not made, a lump sum is paid to your estate and is taxable on your final tax return.

Other options

The major advantage of a RRIF is that it may be as flexible as you wish. If you wish to maintain control over your money, you may choose a self-administered RRIF which may be invested in the same qualifying investments as a self-administered RRSP, such as stocks, bonds and mortgages. Unexpected expenses or cash requirements can be met through additional withdrawals from your RRIF. And a RRIF can be converted to an annuity at any time. This is sometimes done if you wish to guarantee income after age 90 or lock in high interest rates.

Shopping for a RRIF

Most people wait until the year they turn 71 to close their RRSP and transfer funds to a RRIF. You should consider all options well before hand to plan for a comfortable retirement.

When shopping for a RRIF, you will be interested in the interest rate being offered on your investment. Do not forget to ask if there are any annual administration fees or a close-out fee if you wish to terminate your fund.

You can transfer a RRIF to another financial institution with no tax consequences if you change your mind.

Your credit union is ready to discuss retirement planning with you and help you choose the best RRIF option for your financial situation. □

Gary Rogers is Taxation Advisor with the Canadian Co-operative Credit Society.

Attention Pensioners!

When you have your Pension Cheque directly deposited with the Auto Workers Credit Union we provide the following services at no charge:

No Charge Chequing
Transfer of Funds
Money Orders
Traveller's Cheques
Photo Copies
Bill Payments

Personalized Cheques
Stop Payment of Cheques
Cheque Returns
U.S. Drafts
ATM Card and Replacements
Duplicate Statements

If you have retired from General Motors we have the necessary forms at the Credit Union. Others can obtain the necessary forms from their former employer. Please fill them out and bring them into the Credit Union. The Service Staff will be pleased to serve you.

Delinquent Loans and Missed Loan Payments

While most of our members have always maintained their obligations in the past, unfortunately, a growing number have chosen not only to ignore the guidelines, but also, have failed to advise us of any circumstances which would impede their ability to make payments. Where difficulties arise, members are asked to contact our loan department directly at 728-5187.

A recent examination of our operations by the Ministry of Financial Institutions for the Province of Ontario, has highlighted a need for a major change in our approach to missed payments by members. In future, members will be expected to make their full payments as they come due or to make alternate arrangements through our loan department.

There is no change in our philosophical approach to people helping people. Rather, we are insisting that members contact us when they cannot meet their contractual obligations. Alternate arrangements can and will be made by our staff; however, they will be based on mutually agreeable terms.

Your co-operation in this matter will greatly assist us in continuing the process for building a strong, sound, financial co-operative from which we can all benefit.

AUTO WORKERS (OSHAWA)
CREDIT UNION LIMITED



Personal Chequing Account

SERVICE CHARGES

Per Cheque Written (15¢ per return)	NO CHARGE
Cheque Supply & Wallet	NO CHARGE
Stop Payment	\$3.00
Automatic Transfer (to cover NSF)	\$3.00
N.S.F. Charge	\$8.00
Telephone Transfer	\$3.00
Charge to Certify	NO CHARGE

AUTO WORKERS CREDIT UNION
Serving the membership for over 50 years

AUTO WORKERS (OSHAWA) CREDIT UNION LIMITED

Established April 2, 1938

322 King St. West, Oshawa, Ontario
Telephone 728-5187

MONDAY-THURSDAY 10 A.M.-5 P.M. / FRIDAY 10 A.M.-6 P.M. (Cash Dept. only)

EDITORIAL SUPERVISION

By The Marketing and
Training Committee
Bob Cannons, Chairman,
John Kovacs, Joe Worona,
Bill Rutherford
Don Nicholls, Editor

The Cost of Disability
Could You Afford to
Pay the Price?

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Auxiliary No. 27 Report

By JACKIE FINN
Past President

I would like to take this opportunity to thank my past Executive Members for their 100% cooperation during my five years as President of this Auxiliary and last but not least, all the members who were always there to help and who make every endeavour in whatever we as an Auxiliary participated in.



To bring you up to date of the happenings at the recent meetings, your new Executive for 1988-1989 season is: Sister Betty Clark - President; Sister Phyllis Clarke - Vice-President; Sister Kathleen Melnichuk - Treasurer; Sister Phyllis Munroe - Recording-Secretary; Sister May McDougall - Membership Secretary; Sister Joan Cannons - Guide; Sister Pearl Gavel - Sgt.-At-Arms; Sister Bea Saramak - Trustee; Sister Ruth Hopson - Trustee;

Sister Barb Smith - Trustee.

I had the pleasure of installing the new Executive to their respective offices at our pot-luck supper of June 7th. A token of appreciation was presented to Sister Annabelle Cobb, Lynn Rak and myself, on our retirement from our executive positions.

Thank you to everyone who helped with the Retirees Picnic and Local's Picnic with distribution of tickets and all who volunteered to work on the day of the picnic, and oh, by the way, I was the winner of our doll draw at the picnic.

Recent 50/50 winners were Sisters Munroe & Rak. **Congratulations.**

DONATIONS

Oshawa - Durham Rape Crisis Centre - \$100.00. Durham Region Family YMCA - Sponsor of a child (2 weeks) at camp for \$150.00. Petition by Bob Rae, NDP, Against Sunday Shopping: We signed petition and sent \$35.00. Canadian Association of Consumers - \$50.00. Hope Centre for summer bus trips and treats - \$300.00.

Our sympathy goes out to Sister Mary Proctor on the loss of her husband Ray-

mond and Sister Pearl Badour on the loss of her husband Bill, also our sympathy to any of our members who have lost loved ones during the summer.

We draped the charter at our first meeting in September in memory of our dear, departed Sister Mabel Whitbread who passed away this summer, we also remembered the Late Brother George Burt at this time.

Sister Bea Saramak and Sister Ruth Hopson have retired from being kitchen convenor and co-convenor respectively, these two Sisters have worked diligently for a number of years and on behalf of the Auxiliary, I would like to wholeheartedly thank them both for a job well done.

Our kitchen now is headed up by two sets of team leaders and their helpers. The team leaders are sisters Barb Smith and Phyllis Yurkowski, sisters Phyllis Munroe and Marg McDougall. Good luck Sisters, and keep up the good work.

Mark down the first and third Tuesday's of each month, these are your meetings nights. **See you there.**

Sister Betty Clark will be doing the press write-ups from now on.

Lockhart at the Hall

By CONNIE LOCKHART
Local Service Representative

UIC PROBLEMS

It's hard to believe that there are still problems with U.I. from July. Different vacations, return to work dates, and sick claims have all added to the confusion which has deprived many of our members of UI benefits and generally screwed up a lot of claims. If the processing of your cards takes longer than 10 days, contact the UIC Office, the CAW Hall Service Representatives or



SUB Representatives.

SUB PROBLEMS

It is almost unbelievable that vacations could get mixed up as badly as they have this year. GM sends a computer tape to the UIC, stating vacation periods. The UIC then compares them with your cards, and then takes the GM information as gold. You then receive a letter from SUB, informing you of an overpayment and that it's up to you to correct it or they will automatically take your SUB back as the system runs on information that is at the UIC. The bottom line is, if the computer makes a mistake, you pay until you get it fixed. So, if you find something wrong with your U.I. or SUB, jump right on it and get help to get it corrected fast.

"A" BODY

All No. 2 shift employees should have had cards and a statement for the week of August 1-5, 1988. If you do not have these, it could cause you a lot of problems in November. Check it out.

COMPENSATION

The Compensation board is bringing in a new system and will be making major changes in the Workers' Compensation system. The CAW Compensation Committee is looking at the report. There are some things that are good for our workers and some things that will hurt as it does not look after the concerns of the past. Only after it is passed by the Government will it affect new claims from that day forward. However, it will not affect the claims of workers who are having ongoing problems.

The following is a summary of the first reading of the government. We will be making a report the government regarding our concerns.

SUMMARY OF THE REFORM

- Provides compensation to injured workers based on their lost earning capacity resulting from permanent disabilities caused by on-the-job injury or illness;
- Explicitly recognizes non-economic losses, such as the effect on lifestyle, associated with permanent injuries;

- Increases the level of earning that the workers' compensation system covers;

- Ensures that injured workers receive early access to rehabilitation assessment and the appropriate services;
- Provides injured workers with the opportunity to be re-instated in their jobs;

- Maintains post-injury relationships between employers and employees by requiring employers to continue their contributions to workers' health insurance, life insurance and pension plans for up to one year after injury;

- Compensates permanently-disabled workers for losses in capacity to save for retirement;

- Protects indexed lifetime pensions for the 116,000 people who now receive compensation for permanent partial disability and provides supplementary compensation to those whose pensions fall short of their lost earning capacity.

COMPENSATION FOR LOST EARNING CAPACITY

At the centre of the permanent partial disability compensation reform is the replacement of an impairment rating system (the meat chart) as the basis for determining economic loss. The Bill replaces that system with an economic loss award based upon the impact that the injury has on the injured worker's earning capacity. The lost earnings benefit is in addition to an award for the non-economic loss associated with the injury.

Determination of Benefit Level

Old System
A worker who is partially disabled receives a life-time pension determined by applying the degree of impairment to 90 per cent of the worker's pre-injury net earnings, subject to an earnings ceiling of \$35,100 (gross) in 1988.

New System

By contrast, the new dual award system will compensate injured workers on the basis of the projected earnings loss. The maximum payable is 90 per cent of the difference between the worker's pre-injury net earnings and post-injury earning capacity.

For illustration, a comparison of the old and new benefits for a permanent partial disability (PPD) injury are set out below:

Example: a 35-year worker who suffers a 20 per cent impairment resulting in the worker being able to work on a part-time basis only.

	Old	New*
Pre-injury earnings (gross)	\$35,000	\$35,000
Pre-injury earnings (net of taxes)	\$26,805	\$26,805
Post-injury net earnings	\$10,000	\$10,000
PPD compensation	\$ 4,825	\$15,125
Total post-injury net annual income	\$14,825	\$25,125

*The injured worker would also receive an award for non-economic loss of \$11,000.

The amount of loss compensation payable to an injured worker is 90 per cent of the difference between the worker's pre-injury net earnings and his or her potential post-injury net earnings from suitable and available employment.

The criteria used to determine an injured worker's projected wage loss will be set out in regulations. The criteria will include such factors as the worker's vocational characteristics, the prospect for successful vocational rehabilitation and the availability of suitable employment.

The worker's post-injury earnings will take into account any Canada Pension Plan award for the same injury.

Once determined, the earnings loss compensation will be indexed to the Consumer Price Index (CPI) as are all other WCB payments.

BENEFIT REVIEW

The loss of earnings benefit will be determined within one year after a WCB claim is filed and accepted by the Board. The period during which an earnings loss is to be determined may be extended by a maximum of six months if the injured worker's future earnings loss cannot be assessed because he or she has not sufficiently recovered from the injury. When a claim is initially denied by the board, the one year period begins after the claim is allowed (following a successful appeal).

The initial compensation award for economic loss will be payable for a period of two years. The benefit will then be reviewed and may be adjusted to reflect changes in the worker's projected earning capacity. The earnings loss compensation will be automatically reviewed again three years after the first review.

After a review, benefit levels will be adjusted only if there is greater than 10 per cent change in compensation.

If the final review results in an award of 10 per cent or less of the worker's pre-injury earnings, the worker will have the option of receiving this benefit either as a monthly payment or as a lump sum.

The fully indexed benefit established at the second review will continue until the worker attains the age of 65. At such time, the earnings loss award will be replaced with a retirement pension (see Retirement Pension Background).

A worker whose physical condition significantly and unexpectedly deteriorates may apply for a review of his compensation.

Workers 55 years of age or older and unlikely to become re-employed will be entitled, as a minimum, to a level of compensation equal to the full monthly pension payable under the *Old Age Security Act* (\$313 in 1988).



Look for the
union label

Truck-Car Old Timers Slo-Pitch League

By RON GAY
FINAL REPORT

Our Banquet was very good, with everyone attending having a good time. The meal was great as usual, the music good. There were a few ball players missing, especially off of the one club, that received the "B" trophies. All in all, it was a good year. This year's winning teams were:

First Place — Ontario Motor Sales Used Car Lot; "A" Champs — All Canadian Awards; "B" Champs — Overland Express; CAW Local 222, Old Timers Picnic Champs — Ontario Motor Sales Used Car Lot.

In the running all year, were Pearce Auction and King Street.

Your Executive for 1989 is: President: Ron Gay; First Vice Pres: Karl Kinney; Secretary — Al Loyst; Treasurer: Ron Gallant; Stats: Lou Patterson.

A special thanks and my hat off to Robert Barber, last year's Treasurer, and Lou Patterson, last year's Stats

man, with these two men, I had 2 extra right arms.

I would also like to thank the Sponsors, for supporting the teams, and in turn hope that our players and friends will support our Sponsors: Ontario Motor Sales Used Car Lot, Pearce Auction, All Canadian Awards, Overland Express, King St. Small Engine Repairs.

I would also like to thank the business that supplied our door prizes and spot dances: Teddy's Deli, Park Rd. and King St.; Kreb's Restaurant, Gibb St. and Stevenson Rd.; The Corral, Simcoe St. S. with this spot dance prize of dinner for two. Winners: Mr. and Mrs. Karl Kinney, were driven to an from The Corral in a Limousine donated by Queen's Limousine Service, included was a bottle of champagne.

Editor's Note: Due to a shortage of space, the hockey pictures will appear in a future issue.

Plant Chairman and 2nd Vice President's Report

By JACK WHALEN

Our population in Oshawa stands, at time of writing, at 14,000 unskilled, 2,600 skilled and we have 265 employees in our "holding" department and 207 employees indefinitely laid off. This puts our plant wide seniority date at October 15th, 1985. By the end of September we will have close to 300 employees on indefinite lay-off. Our Plant No. 1 is well into their model change for



the new "Chevy" and our No. 2 Plant is still scheduled to go down on November 4th and return January 3rd, 1989, after changing over to build the new "Chevy" along with the Buick Regals. It is anticipated that the schedule for 1989 will be heavy and when the final change (Autoplex) is over that all laid off employees will be recalled and a possibility of new hiring in February or March. With the outlook for 68 cars per hour and 66 trucks per hour, it is anticipated that our future remains bright.

CAW-GM COUNCIL

Our last council meeting was in Montreal in June and I would like to, at this time, congratulate our new executive and a personal thank you for your support. Our council brings all of the Local's leadership together quarterly visiting our different Locals. This keeps our different Locals across Canada up to date of any problems and has everyone across the chain headed in the same direction and well united, when negotiations fall upon us.

All of our new comers to the Bargaining committee will find it very educational to tour the different plants and will have first hand knowledge when their Master Committee negotiate a new contract.

DISCIPLINE

Your CAW-GM council discussed the week of September 19th, 1988, in Windsor, the General Motors policy of starting to had our G-609's (disciplinary forms). They state any time an employee is on S&A or compensation after receiving discipline, the discipline won't start or continue until sick leave status has ended

This is of great concern to your Union as anyone could break a leg, be hospitalized, etc., etc., tomorrow. Your Union have never agreed to Management's progressive discipline nor agreed to the way Management governs their Plant rules. Our main reason being that each of our members is an individual and should be treated as so and not be subjected to an automatic day here, week there and so on. All you hear about is some individuals playing the system and I defy anyone to tell myself in any walk of life who don't!

Our mass majority are doing a good job and are conscientious in doing so. I do not believe in arbitrarily instituting a new policy by Management in the manner they seem to relish on, such as their "Blameless Absentee" program. Management are always telling the Union they want to cooperate and work together for our members and their employees. Your Plant Managers are blowing it again, George! As your Plant Chairman, I will keep you updated on this and other stupid policies, Management may want to try to implement.

SKILLED TRADES

Our Skilled Trades in the Plant are coping with a tremendous work load an are labouring at a peak. Management are advertising for Electricians and Tool-makers in Newfoundland and out west in Winnipeg. Let us hope the future is as promising for our trades as anticipated. I believe it will be.

P.S. You battery old timers should beat those young bucks any day of the week. Come on Mike.



ATTEND
UNION
MEETINGS

Bell Strike

By ELEANOR MASON
President, CWC

We have been on strike since June 27th, and there is no end in sight.

Working at Bell, once upon a time, was looked upon as a life-time job security. Not any more.

More than 3000 full time jobs have disappeared since 1980 in Bell.

Bell now hires only temporary and part-time employees. In reality, Bell is creating a pool of working poor, guaranteeing only one or two days work every two weeks. To protect our futures, these are the main issues in our dispute. We're asking for 10% limit on the use of part-time work in Operator Services and 2% limit in Craft Services, cap on the use of outside contractors. Many jobs have been lost to outside contractors, i.e. buried service wire, aerial drops, pre-wire.

MONETARY ITEMS

Our wage and other monetary proposals are based on three factors:

1. Productivity levels at the Bell are at record levels and are four or five times the national average.
2. Profits at the Bell (and its parent, BCE) are also at record levels.

3. The Bell is making so much money that the CRTC has three times ordered it to return some to subscribers.

The cost of living outpaced wage increases bargained in our last agreement and is eroding our retired members' incomes.

We're asking for Pension Indexing. Company offered 5% of the CPI to a maximum of 4% when you reach age 65.

We need improvement in Dental Plan to keep it current with the latest Dental Schedule of Fees. Bell now pays 1979 dental fees and have offered 1986 fees.

We are asking for a wage increase closer to our last position of 8.5%, 6.75% and 6.75% over 3 years, than to Bell's final offer of 5%, 4.5% and 4.5%.

WORKING CONDITIONS

Stress on the job is a reality at Bell. Computer pacing of workload, electric monitoring and rigid average work time quotas, all create stress in themselves. At Bell, CWC members cope with this every minute of their working lives.

We are asking for an extra 5-minute break from the VDT and a reduction in the length of shifts in Operator Services

to 6½ hours and more vacation. We need your support. Honour our picket lines and give support whenever possible. Support the boycott of the Holiday Inn in Oshawa, as Bell is using it as a Work Centre.

Demand the service you're not getting from Bell. Big Business people know how to make a noise. Don't be put off if you want service. Demand that a record be made of your request and that it be followed up on.

If you aren't getting satisfaction from Bell, call your MP. An election is coming. The Exec Complaints Number at Bell is 1-800-268-8020 and write or call the Canadian Radio and Telecommunication Commission (CRTC) 973-2782.

The Bell's last offer was rejected September 4th and since then the Bell has refused to return to the bargaining table.

TAKE OUT A \$50 INTEREST-FREE LOAN FROM BELL. BELL DOESN'T CHARGE INTEREST ON BILLS UNDER \$50.00.

Your continued support will help us in our fight against Bell!

Skilled Trades Report

By JOHN GRILLS
Zone Committeeman
District 12, Zone 39

IN-PLANT COMMUNICATIONS

Union Communications is a constant on-going process that begins when the Skilled and Non-Skilled workers report for work. Complaints



heard, members advised, committees working together for a common goal and grievances settled are all vital to Union Communication. Communication takes place between any two or more people. When you want to share your meaning and opinion with someone else.

A GOOD COMMUNICATOR

He/she knows the issues and can discuss intelligently the problems which must be solved. He/she influences others and he/she is often the deciding voice in determining positions taken by those around him/her.

He/she demonstrates interest by discussion of the problems, programs and by actively participating in the democratic process of problem-solving.

He/she encourages action, because he/she is able to expose the problem and the solution.

HANDICAP PARKING FOR THE BATTERY PLANT

I would like to take this opportunity to thank the Skilled Trade Members

in the Battery Plant for bringing to my attention the need for handicap parking at the Battery Plant. There are two designated parking spaces beside the Security Guard House.

ADVANCED MANUFACTURING TECHNOLOGY

The Vehicle Companies are revolutionizing their manufacturing systems by investing in automation. The most visible investment has been the commitment to robotics. The companies have all moved to install robots in a variety of manufacturing settings, including painting, spot welding, material handling, assembly and inspection. General Motors of Canada has approximately 300 Industrial Robots and plans to have 1,200 by model year 1990. Ford has over 240 Industrial Robots in their Canadian Plants and expects to increase its robot population by 1990, similar to that at General Motors. Chrysler Canada is using 122 Industrial Robots. Most Industrial Robots used in the Automotive Industry pay back their purchase cost in six months to two years of operation.

The average life of most robots is five to ten years depending on operating environments.

Computer Aided Design (CAD) is used to automate overall product design, Plant Facility Layout, Tool and Die Design, and Mould Design. Computer-controlled equipment is used to test transmissions, engine emission control systems, paint quality, vehicle bumper height, and front-end alignment.

Technology remains a challenge and the Union's attention on this issue is to provide our membership a handle on what is happening in the workplace in terms of technological change.

The 1988 Women's Conference

By NATALIE HALAY
Chairperson Local 222
Women's Committee

The 1988 Women's Conference was held in our new Port Elgin Education Centre, September 7th. Our Local 222 was pleased to send a delegation of seven to the Conference. The theme for this year's conference was "Women Moving Ahead." The facilities, although incomplete, will, from what I understand, be comparable to the UAW's Black Lake complex. For those of you who remember the old camp with all the quaint little cabins this new one is completely modern and spares no cost when it comes to providing a Centre which gives the worker the first class accommodations they deserve. You don't even have to bring towels or a washcloth.

Most CAW Conferences will now be held at the new Centre. Conferences that are attended by the elected standing and other committees will no longer have to pay out union money to private institutions for accommodation. All classrooms, a dining room, recreational facilities and even a beach is situated on the site for you, the membership. Even if you are not an elected Union member, you are entitled to make use of our facility through the Paid Education Leave

Program which selects people from the General Membership. The opportunity to attend is offered twice a year. Applications for the fall program are submitted early spring and the spring program early to late fall and can be picked up at the Union Hall.

Remember, anyone can attend, and I encourage the membership to do so. The Port Elgin Family Training Centre is an experience no one should miss.

Our women participated in some of the various programs offered: Wen Do - Self Defense for Women, Affirmative Action, Bargaining for Equality, Assertiveness Training, Parliamentary Procedure, Public Speaking and Structure of the Union.

Wen Do was being offered for the first time and seemed to be a great success. If we could generate some interest amongst the membership, we may be able to offer the program at our own Union Hall.

Some of the keynote speakers were Julie Davis, Wendy Cuthbertson and Brother Bob White. Julie touched on various issues from Sunday Shopping, Affirmative Action, Pay Equity, the Literacy Program, French and English as a second language, the progress of the OFL, Free Trade, Child Care, Workers' Health and Safety.

Wendy was eager and pleased to present us with some easy to comprehend information about the new Pay Equity Legislation.

Bob White talked about the Centre and how workers deserve first class accommodation. In the mid-50s, it was decided that workers needed to have a

labour oriented education. We needed a place where we could discuss Collective Bargaining, how to organize new members, how to have a strong and extensive education structure and that place became Port Elgin.

The old structure was falling apart, so this new one was being built, one that was environmentally sound. It has its own treatment sewage, backup generator and the most modern living quarters that are cleaned daily. They will even be replanting 1200 trees when the project is complete. The official opening day for the Centre is October 1st.

When we talk about Women Moving Ahead, I'd like to leave you with this quote: "We're not quite where we're going, but we're not still where we were."

Wanted

David is a 23-year old man who has many strengths and skills yet, also, has a handicap. He is looking to share an apartment with another person. The Oshawa and District Association for Community Living will make the necessary arrangements for interested persons to meet David. The Oshawa and District Association for Community Living will also provide financial remuneration and on-going support and, if necessary, a 2-bedroom apartment.

Those interested are asked to call Paul Woodcroft, at 576-3011.

GM-CAW Substance Abuse Program — North Plant

By BILL MALNICK

Back in 1935 two men saw that alcohol had ruined their lives. They knew it would kill them if they didn't stop drinking it. They wanted to stop, but they couldn't do it alone.

Their families and friends and doctors couldn't do it for them. There was no personal loss or calamity big enough, no threat, treatment or cure strong enough to make either of them stop drinking. Willpower didn't work, either.

The countless and sincere promises they had made to themselves were broken over and over again — over that first drink.

Each of the two men had been diagnosed as hopeless alcoholics. Worse yet, they saw themselves as hopeless. Until they saw each other.

By strange coincidence, they met and began to share their common experience with alcohol. They found they understood each other's problems better than

their families and friends and doctors did. This mutual understanding gave them the strength each desperately needed to pass up the first drink that had always paved the way to disaster.

Very gradually, their new strength restored their hope for life and a future. They survived to share their experience with other, so-called hopeless alcoholics.

Today Alcoholics Anonymous is made up of an estimated 2,000,000 men and women who once felt just as hopeless. They still meet regularly to share their experience, strength and hope with each other.

For more information about Alcoholics Anonymous, contact any of the following substance Abuse Representatives: Doug Cameron — "A" Plant; Howie Kellock — "B" Plant; Matt Ryan — Truck Plant; Bill Malnick — Fabrication Plant or any of the Medical Centres in the GM Plant.

Apprentice Committee Report

By JACK McEACHERN
Chairman and
RICK McMULLAN
Vice-Chairman

The fourth year of related training for electrical apprentices will begin the first week of October. The course being taught includes PLC 230, PLC 3 (Level 1), GMF ROBOTICS (Generic), and DIGITAL LINEAR (Electronics). All the courses are 40 hours in length and will be conducted at various plant locations (truck, body, north plant). Apprentices, closest to graduation will be scheduled first, eight per class, and you will be notified by your supervisor as to dates and times involved.

We are now in the process of delivering tool boxes and tool trucks for the Machine Repair trade. If you have not

received them by the time this article is printed, please contact us at 3976 or 3977. The tool trucks for the construction trades (electricians, millwrights and steamfitters) are still being held up because of lack of drawers and as soon as they arrive, the trucks will be delivered.

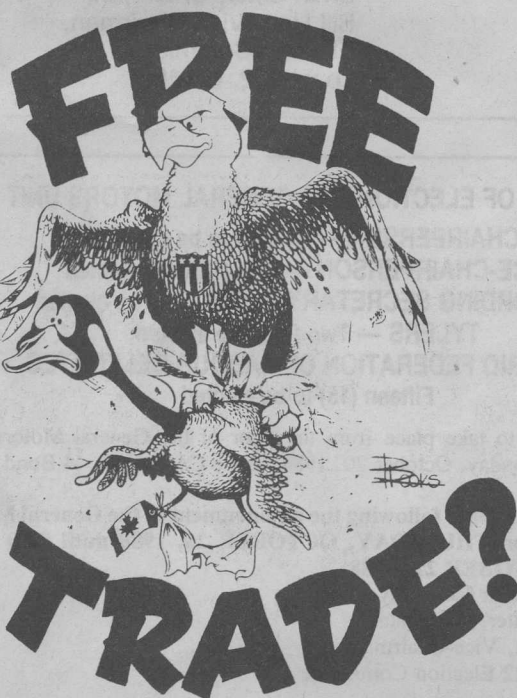
Just a reminder to all graduating apprentices and journeymen in the electric trade, that the grandfather clause for the Industrial Electrician, Certificate of Qualification ends as of December 3, 1988.

Anyone requiring a letter of employment for this purpose can contact Hourly Employment at 644-5144. The phone number for the Ministry of Skills is 576-0171.

Jack McEachern: 3976.
Rick McMullan: 3977.



Look for the
union label



Free Trade Sweat Shirts
S, M, L, XL = \$20.00
XXL = \$25.00

FREE TRADE T-SHIRTS
MAY BE PURCHASED FROM

Bruce Moores — Truck Plant
Derek Gandy — Truck Plant
Jim Jones — Chassis Plant
Dept. 61

Barry Smith — 'A' Body, Dept. 92
(Column Q 49)

Bill Harding — 500 Stockroom, Dept. 41
CAW Hall — 44 Bond St., E.
Bill Cassels — Truck Plant

Mark Ethier — 44B
Howie McDougall — North Plant

W.C.B. CHANGES

By **DAVE THOMPSON**
Recording Secretary and
Local Service Representative

It again has been busy and we are starting to look at the next round of WCB Appeals. We now have approximately 55 claims out of 800 that were denied, and I feel that over the last 3 months it's an excellent record. I will be appealing those claims and hopefully resolve them in favour of the worker. In the month of September, 1988, we had 3 appeals that were resolved in favour of the worker for a total of \$13,371.00.



WCB CHANGES

In the beginning of 1989, there will be major changes to the WCB. Myself, along with Gene Bergeron, will be at-

tending an OFL briefing September 30th and October 1st, to discuss our concerns.

The proposed amendments are not really that bad, and I feel that some compromise will have to be made. You have to remember the Provincial Liberal Government will be calling the shots.

RECORDING SECRETARY'S REPORT

The September 25th, 1988 meeting on the sale of the Union Hall and building of a new one has come to a reality.

The Hall will be sold and a new one built by November, 1989. With no uncertain delays, we shall have a new Hall. It will be located down south off Phillip Murray and will be better to serve the membership.

The OFL and CAW Constitution Call Letter did arrive and those wishing to run must declare themselves by October 7th, 1988 for Balance of the Local, and October 20th, 1988 for the GM Unit.

WARD 5 CANDIDATE

The election for Ward 5 is on, and

I'm running for the position of Regional Councillor.

I have to be there in order that the worker and family needs are met. I believe in 4 goals for the Ward:

1. Fair and Controlled Taxes — not taxes that keep on going up and up.
2. Expanded Services.
3. Development of the Region, that will create jobs and not lose them, like Lantic Sugar, Cadbury's, EMI.
4. Preserving the community, and provide facilities that benefit the family and senior needs.

There are also some other goals such as the Retention Pond that has to be dealt with.

I feel the people got the shaft and were not properly compensated financially. We should all sit down together and come to a mutual agreement.

If you live in Ward 5, please consider my goals. I will be a strong voice on Council.

In closing, remember, trust the Union, not them.

Education Chairman's Report

By **PAUL GOGGAN**
Local 222 Union
Education Seminar

Your Education Committee will be holding its second Local 222 CAW Labour Education Seminar for 1988 at our Union Hall, 44 Bond Street, East on November 26 and 27, 1988. The seminar will begin Saturday morning, November 26, 1988 at 8:45 a.m. with an opening speaker and workshop assignments till lunch. Lunch will be provided free to all students. After lunch workshops will continue till 4:30. At 4:30 there will be a wine and cheese for all students and instructors. Workshops will continue on Sunday morning from 9 a.m. till noon. Closing Session.



There will be a total of six workshops offered, that include: Pre-retirement — Committeeperson Training — Human Rights — CAW History and Structure — Parliamentary procedure and effec-

tive speaking — Unemployment Insurance.

All members of Local 222 are invited to attend this weekend. Registration is free. Application forms are available at the Union Hall or ask your committeeperson for one. The deadline for returning your application forms is November 15, 1988.

If you have any questions about this seminar you can call me at 579-0336 or 644-3172 or any one of the Education Committee members. The members are Paul Goggan, Karen Couture, John Dolstra, Bobby Fowler, Brian Sliter, Larry Hannah, Glen Bell.

CLC LABOUR EDUCATION SEMINAR

The CLC Labour Education Institute will be held at Durham College on November 12-13, 1988.

All members of Local 222 are invited to attend. There is a \$25.00 registration fee which includes lunch and all materials you will need for your course. Your registration fee must accompany your registration form. A total of six workshops will be offered.

Pay Equity, Facing Management, Labour's Role in the Community, Technological Change, Stress in the

Workplace, Workers' Compensation.

Registration forms are available at the Union Hall. Deadline for registration is October 26, 1988. If you have any question about this institute call Ron "Gibby" Gibson at 644-3172 or Bill Doherty at 668-7555 or Paul Goggan at 579-0336.

Local Union members are urged to send their registration forms and cheque early because they will be handled on a first come first served basis. Don't be disappointed.

ATTENTION

Any Union member in good standing, who wishes to run for any office in the upcoming Municipal Election, be at the Union Hall (Local 222) on Tuesday, October 18, 1988 for a meeting with the PAC at 7:00 p.m.

Thank you
Amby Ferren
PAC Chairperson
Local 222, CAW

CAW Retirees

Membership Meeting — Monday, October 17, 1988 at 1:00 p.m.

Elections — Ontario Federation of Labour Convention. Two (2) to be elected. To be held November 27, 1988 to December 1, 1988.

Membership Meeting — Monday, November 21, 1988 due to Municipal Elections November 14, 1988.

J. McCloskey
Chairperson
CAW Local 222, Retirees



IN ALL WALKS OF LIFE...LOOK FOR THE UNION LABEL, SHOP CARD, STORE CARD AND SERVICE BUTTON

Notice of Election For Balance of Local Ontario Federation of Labour Delegates Two (2) to be Elected and CAW Constitutional Convention Delegates One (1) to be Elected

All members in good standing working within the following Units: Columbus-McKinnon, Delta Faucet, A.V.P Extrusions, Kerr Industries, Super Van Conversions, St. Mary's Cement, Cliff Mills Motors, Oshawa Transit, stand nominated and have from Thursday, September 22, 1988 until 10:00 a.m., Friday, October 7, 1988 to declare by written notice on cards available at the CAW Hall, 44 Bond St. E., Oshawa, their intentions to stand for the above position(s).

If an election is necessary, it will be held on Wednesday, October 26, 1988. Times of voting will be as follows:

COLUMBUS-McKINNON	7:30 a.m.-8:00 a.m. 2:30 p.m.-4:45 p.m.
DELTA FAUCET	6:30 a.m.-7:15 a.m. 3:00 p.m.-3:35 p.m.
A.V.P. EXTRUSIONS	7:30 a.m.-8:15 a.m. 3:45 p.m.-4:15 p.m.
KERR INDUSTRIES	9:00 a.m.
SUPER VAN CONVERSIONS	9:45 a.m.
CLIFF MILLS MOTORS	King St.-11:30 a.m. Park Rd.-1:00 p.m.
ST. MARY'S CEMENT	7:30 a.m.-8:30 a.m.
OSHAWA TRANSIT	5:00 a.m.-10:30 a.m. 1:00 p.m.-5:00 p.m.
UNION HALL	6:00 a.m. Wednesday October 26, 1988 till 10:00 p.m. Wednesday, October 26, 1988. Sixteen (16) hours continuous.
Brian Sliter, Chairman, Bill Hart, Vice-Chairman, Local 222 Election Committee.	

NOTICE OF ELECTION FOR DUPLATE UNIT ONTARIO FEDERATION OF LABOUR DELEGATES TWO (2) TO BE ELECTED AND CAW CONSTITUTIONAL CONVENTION DELEGATE ONE (1) TO BE ELECTED

All members in good standing, working within the Duplate Unit, stand nominated and have from Thursday, September 22, 1988, until 10:00 a.m., Friday, October 7, 1988, to declare by written notice on cards available at the CAW Hall, 44 Bond St. E., Oshawa, their intention to stand for the above position(s).

IF AN ELECTION IS NECESSARY, IT WILL BE HELD ON WEDNESDAY, OCTOBER 26, 1988.

TIMES OF VOTING IN PLANT: 6:30 a.m. to 7:30 a.m. — 11:00 a.m. to 12:30 p.m. — 2:15 p.m. to 4:00 p.m.

UNION HALL — 6:00 a.m., Wednesday, October 26, 1988. Sixteen (16) hours continuous.

Brian Sliter, Chairman,
Bill Hart, Vice-Chairman,
Local 222 Election Committee.

NOTICE OF ELECTION FOR GENERAL MOTORS UNIT CAW CONSTITUTIONAL CONVENTION DELEGATES SIXTEEN (16) TO BE ELECTED

All members in good standing, working within the GM Unit, stand nominated and have from Thursday, September 22, 1988, until 10:00 a.m., Friday, October 7, 1988, to declare by written notice on cards available at the CAW Hall, 44 Bond St. E., Oshawa, their intention to stand.

Voting to take place following the adjournment of the General Motors Unit meeting on THURSDAY, OCTOBER 20, 1988, until 8:30 a.m., FRIDAY, OCTOBER 21, 1988.

Voting by Union Card only.

Brian Sliter, Chairman,
Bill Hart, Vice-Chairman,
Local 222 Election Committee.

REVISED NOTICE OF ELECTION LEAR SIEGLER UNIT for ONTARIO FEDERATION OF LABOUR DELEGATES TWO (2) TO BE ELECTED AND CAW CONSTITUTIONAL CONVENTION DELEGATE ONE (1) TO BE ELECTED

All members in good standing working within the Lear Siegler Unit stand nominated and have from Thursday, September 22, 1988 until 10:00 a.m., Friday, October 7, 1988, to declare by written notice on cards available at the CAW Hall, 44 Bond St. E., Oshawa, their intention to stand for the above position(s).

If an election is necessary, it will be held on Wednesday, October 26, 1988.

TIMES OF VOTING IN PLANT:
Day Shift: 6:00 a.m. to 7:10 a.m. — 11:55 a.m. to 12:30 p.m. — 3:25 p.m. to 4:00 p.m.

Night Shift: 5:00 p.m. to 6:10 p.m. — 10:55 p.m. to 11:30 p.m. — 2:15 a.m. to completion of shift on Thursday, October 27, 1988.

UNION HALL — 6:00 a.m., Wednesday, October 26, 1988. Sixteen (16) hours continuous.

Brian Sliter, Chairman,
Bill Hart, Vice-Chairman,
Election Committee,
Local 222, CAW.

NOTICE OF ELECTION FOR GENERAL MOTORS UNIT CHAIRPERSON — One (1) to be elected VICE-CHAIRPERSON — One (1) to be elected RECORDING SECRETARY — One (1) to be elected TYLERS — Two (2) to be elected ONTARIO FEDERATION OF LABOUR DELEGATES Fifteen (15) to be elected

Nominations to take place from the floor of the General Motors Unit meeting on Thursday, October 20, 1988, at the CAW Hall, 44 Bond Street East, Oshawa.

Voting to take place following the adjournment of the General Motors Unit meeting on THURSDAY, OCTOBER 20, 1988 until 8:30 a.m., FRIDAY, OCTOBER 21, 1988.

Voting by Union Card only.

Brian Sliter, Chairman,
Bill Hart, Vice-Chairman,
Local 222 Election Committee